

THE OSHAWORKER

LOCAL 222

CAW TCA
CANADAMcLACHLIN
PUBLIC LIBRARY
OSHAWA

VOLUME 48, NUMBER 17

OSHAWA, ONTARIO

DECEMBER 21, 1989

Sinclair's Corner

By JOHN SINCLAIR
President

At the present time, things don't look very good for **Super Van Conversions Inc.** We have 12 members working there, and most of them



have been on lay-off since December 1, 1989. I believe the few that are still working will be gone by December 22, 1989. The Plant Manager will not be available until Thursday,

December 14, 1989 when he will tell me what is going to happen. If the plant is going to shut down, then this will be another plant we can thank our Prime Minister Brian Mulroney for on his deal on **Free Trade**.

Also, cars are not selling, and Plant 1, which builds the Lumina, and Plant 2, which builds the Buick

Regal, will both be shut down for the first and second weeks of January, 1990. Employees will report back to work on January 15, 1990. This will also affect our members in the Fab Plant and Lear Siegler, where they build seats for both Plants 1 and 2.

To everyone who is going to be laid off, **make sure you apply for Unemployment Insurance. Forms should be available in the plant before you leave on Friday, December 22, 1989.**

This down time or weeks taken out of the schedule is not the end of it when there is talk about lay-offs in the Van Plant in Toronto, the Ste. Therese Plant, the Trim and Transmission Plants in Windsor, and the St. Catharines Plant.

On behalf of our Staff, Executive and myself, I would like to wish everyone and their families a Very Merry Christmas. I hope that 1990 will turn into a good year for all of us?

Service Rep Report

By GENE BERGERON

By now you will be fully aware of the tremendous loss of Canadian jobs. **Ford Motor Company** will be closing an Engine Plant in late 1990 or early 1991.



Scarborough Van Plant will also close its doors and move production south of the border to the USA. **LOF Glass** has just announced it will be laying off approxi-

mately 182 workers at its Lindsay Plant. **Via Rail** also will be laying off a great many of its workers in the very near future. **Burlington Carpets** is closing its doors and moving production to Georgia.

Algoma Steel is another company that has announced it too will be closing down.

Canadian Air Lines have also announced lay-offs as well.

The list of plant closures is just the beginning as the Free Trade Agreement takes us into the 1990s.

There are rumours that our Oshawa Plants will lose some production in the new year. Nothing definite, but as you know rumours have a nasty way of coming true.

Many of these workers are older workers and will find it very difficult to find other employment in the Community they have lived most of their lives. **What are they to do?**

In January 1990 new legislation will be passed into law concerning the Unemployment Insurance Benefits.

Not only will these workers lose their jobs but they will be faced with even greater hardships with the UIC.

With the new legislation the maximum number of weeks a laid-off worker will be able to collect UIC Benefits will be 35 weeks. Sounds like a long time, however, will all

of these people be able to find work and be employed by the time the UIC Benefits expire? I doubt it very much, because there will be no jobs anywhere for them. How will they feed, cloth and house their families?

An economist with the Toronto Dominion Bank has stated it is a sign of the times and things will get much worse.

WHO IS TO BLAME?

Well, Free Trade is a major factor in the plant closures and lay-offs.

Who is to blame for the Free Trade Agreement?

Brian Mulroney and his Conservative Government — **Yes.**

But who is really responsible for Free Trade — the Goods and Service Tax and the UIC Benefits Cuts?

WE ARE!

THE CANADIAN PEOPLE!

Brian Mulroney told us what he was going to do. He told us he was going to free up Canada so the United States would be able to rape the Canadian People of their resources. We listened to him during his campaign and for once he was honest. He told us of his vision for Canada's future as he would open up its borders to the United States. It was clear he wanted to sell off the Canadian resources as cheaply and as quickly as he could.

We listened to him, and we listened to John Turner and the Liberals, and we listened to Ed Broadbent and the New Democrats. We made our choice.

The Canadian People elected one of the most corrupt and selfish group of people in our Canadian history, rejecting the Liberals and the New Democrats.

Ed Broadbent and John Turner tried to warn us of Mulroney and his vision of the future, but we would not listen to them. Just one year after his re-election we were entering an era that will equal the depression years and we have no one to blame but ourselves.

By RAY FINNEY
Pension Representative

THE PRE-RETIREMENT PROGRAM

Paul Johnston and myself have been working out the final stages of the Pre-Retirement Program. It will be starting some time around the end of January.



This program will be made up of four sessions with each session being approximately three hours long. These sessions will be held in the evening from 7-10

p.m. during your day shift, and will cover Financial, Pension Benefits (GM and Canada Pension), Health and Health Care Benefits, Leisure Time and all aspects of Retirement,

UIC BENEFITS

One more insult the Conservatives have passed on to the people that have paid their dues to Canada all their working lives is: In 1990 it will be almost impossible for a retired person to collect UIC.

When you retire you will have to serve an eight-week disqualification for leaving your place of employment before you reach the age of 65. Under the present legislation it can be reduced to just two weeks. An additional six-week penalty. In 1990 you will only be eligible for 40 percent of the net income, at present it is 60 percent.

When you declare your pension as earnings and you will only qualify for the 50 percent you may not be eligible for UIC Benefits.

As this is the last issue before Christmas, I would like to wish all of you and your loved ones a very happy and safe Christmas and New Year. **God Bless.** See you in 1990.

ATTENTION Plants No. 1 and No. 2 and Lear Siegler

By DAVE THOMPSON, GENE BERGERON
and CONNIE LOCKHART
Service Representatives

TERRY SPENCE, Acting Service Representative

General Motors will be closing down operations for the first two weeks in January 1990. Those employees working in **Plants No. 1 and No. 2 must re-file for UIC and SUB Benefits for the week beginning January 8th, 1990.** We repeat you must **re-file for your UIC and SUB.** Please don't be misled by someone who is not qualified to properly inform you.

If you did not receive your lay-off kit at work, please come to the Union Hall and we will assist you.

LEAR SIEGLER

Lear Siegler employees will also be required to file for their UIC Benefits for the January lay-offs. Lear Siegler employees who have not received their lay-off kits at work may also come to the Union Hall for assistance, or contact their UIC and SUB Committee.

LOCAL 222 CAW General Membership Meeting

FIRST THURSDAY of each month

General Motors Unit Regular Meeting:
THIRD THURSDAY of each month.

These meetings are at 7:30 p.m. at the CAW Hall, 44 Bond ST. East, Oshawa.

Please plan to attend. Any changes in this schedule will be posted in the *Oshaworker* as far in advance as is possible.

Pensions

with your wife or husband encouraged to participate.

The program at first will be made available for those closest to retirement, and as the program goes on, it will be made available to everyone.

This program will be very informative and beneficial now or in the future, and I urge everyone and their spouse to take part.

There will be more information on how to apply and session dates in *The Oshaworker* or in the plant, in January.

PAST RETIREES

In the event your spouse pre-deceases you, divorce, or break-up of a common-law relations, **"it is your responsibility to notify the Company of this change."** Two months after you have notified the Company

Pension Office, they will stop taking out the spousal deduction.

PAYOUT OF LIFE INSURANCE

Anyone, regardless of how you retired **prior to October 1, 1984**, is entitled to make application for the payout of his or her life insurance if he or she has become totally disabled. Application forms can be obtained by phoning Metropolitan Life Insurance Company at **1-800-267-9636**.

Anyone retiring **after October 1, 1984** must have been totally and permanently disabled at the time of their retirement to be eligible for the life insurance payout.

I would like to wish everyone and their family a very safe and happy Christmas and New Year.

On behalf of the Membership, Executive and myself, I would like to wish the following members a long and happy retirement:

Name	Dept. No.	Years of Service	Retirement Date
Ronald Boardman	49C	26.0	November 1, 1989
William G. Collins	85	30.6	November 1, 1989
Claude A. Comerford	49A	38.3	November 1, 1989
Patricia M. Creighton	20	34.6	December 1, 1989
Wayne B. Davidson	49	27.1	October 1, 1989
Sidney L. Davis	8	25.6	December 1, 1989
Lyall M. Deamond	61	33.3	October 1, 1989
Gary Edwards	51A	33.1	December 1, 1989
Martin T. Fisher	51A	32.6	October 1, 1989
William T. Harding	41	48.1	December 1, 1989
Lenord H. Jarvis	41	30.4	December 1, 1989
Athanasius T. Kolasis	49C	31.7	October 1, 1989
Alexander R. Livingstone	10	33.5	October 1, 1989
Iwan Luczka	82	12.6	December 1, 1989
Melvin Marple	68B	33.6	October 1, 1989
Joseph Miniaci	61	9.2	December 1, 1989
Orest D. Mizzi	94	6.2	October 1, 1989
Lloyd G. Moncrief	61	33.9	December 1, 1989
John T. Pearce	65	30.6	October 1, 1989
Orval A. Shields	85	28.4	October 1, 1989
Leslie T. Smart	12	25.0	December 1, 1989
Charles H. Snider	10	25.1	August 1, 1989
Harold N. Sterling	11	26.5	November 1, 1989
Jan C. VanderZwet	44C	24.4	May 1, 1989
Ivan D. Wannamaker	199	35.9	October 1, 1989
Wafford E. Warner	44C	16.5	October 1, 1989
Lyndon F. White	78	29.5	December 1, 1989

MAILING LABEL

#M00197, Public Library,
Oshawa Public Library,
65 Bagot St.,
Oshawa, Ont., L1H 1N2.

Year End Review

By JOHN KOVACS
Secretary-Treasurer

Another year goes by as we come to the close of 1989. This will be the last issue of our publication for this fiscal year, and as it had been customary for me in the past I will deviate from my regular format and will leave you with my personal thoughts, feelings which will not necessarily be all union related matters.

When you receive this paper you're about to conclude your working days in 1989, and as of December 23rd, you will start your Christmas Vacation. It will be a total of ten calendar days. If you work in the Car Assembly Plant A or B System, you will start off the New Year with a two week lay off. The same way as 1989 started for many of you. Lay offs become a major part of our peoples life in the Car Industry.

This year of 1989 had its moments. It will be remembered as the year when we sold our present Union Hall, and started to build the new one. The year when we lost

some small units, but we also gained over 600 new members when A.G. Simpson joined Local 222. In 1989 we also gained some major changes within our Union. We elected a new Chairperson with Tom Hoar, a new First Vice President with Jim Nimigon and a new Secretary Treasurer — yours truly.

1989 will also be remembered as the year of significance in World Politics as dictatorial Communism was shattered in Europe and social democracy overtake Poland, Hungary, Czechoslovakia and East Germany.

The year will be remembered as the one when the cold war between East and West ceased to exist. A year when the bayonet mentality of the Russian Government changed and the barbed wires disappeared from the Hungarian Austrian border.

Some years back I wrote an article and dealt with the circumstances of my escape back in 1956. In one of the latest letters I received from my mom, she is telling me I would be treated as a hero upon my return. It is difficult to believe all this happened in such of short time.

On the local scene the man who dedicatedly served Oshawa in the House of Commons, in the past 20 years quietly said goodbye. Ed Broadbent as the leader of the NDP

Party will be replaced by a quiet lady from the Yukon's North West Territories. Who will replace Ed here in Oshawa is still a mystery, but it will be a very difficult task for the NDP to find a man with the same credentials as Ed Broadbent.

YOUR CONTACTS

In the past year, I have received some personal visits, and many phone calls from brothers and sisters. Some expressed criticism, and some satisfaction over my articles in the past year. I welcome both, as there is nothing wrong for one to express criticism as long as it is done intelligently in a progressive way. No one is perfect and one can always learn from his mistakes. Sometimes there is a difference of opinions, and these are always debatable.

On the positive side most all of you expressed warm comments about my closing messages which usually appear at the end of each article I write.

End of this column I will leave with you with more than one, in fact these closing messages were all my favored ones and some may have appeared before. Enjoy.

MERRY CHRISTMAS

Before I close I have to thank some people who helped me to sur-

vive another year. First and most my wife Louise, whose patience and understanding is so very important, as my demanding work schedule does not leave very much time for her. So my first thanks has to go to her.

Our President John Sinclair and Vice President Jim Nimigon, and my colleagues on our Local Union Executive Board. The members of the Building Committee. I wonder if any of us know the tremendous work load involved in building of our new Hall, how many would have volunteered to be on the committee?

Our three Service Representatives Connie, Eugene, and Dave. They are truly dedicated to serving you the membership.

A special thanks has to go to our girls in the Hall, Shirley, Liz, Dorothy Ann, Penny, Judy and Marlene. Their constant help I have to rely on in my everyday work life. Jim Campbell who is my "Little Boss" with Ron and Paul can not go unmentioned.

To all of you who help me to float above the water — **Thank you.**

Last but not least my thanks and salute goes to you the membership. As a final note you made it all possible that I can be part of your life, and that I can serve you.

No other man had an everlasting

impact on mankind, as did this one solitary man — Jesus Christ. As the world is getting ready to celebrate the birth of the Savior of mankind, it is in his name I'm wishing you all a very Merry Christmas and a God Blessed, prosperous Happy New Year. See you all in 1990.

CLOSING MESSAGES

"Some men see things as they are and say why? I dream things that never were and say, why not?"

"At some time in our life we feel a trembling fearful longing to do some good thing. Life finds its noblest spring of excellence in this hidden impulse to do our best."

"Not what we give, but what we share, for the gift without the giver is bare."

"It is not what he has or even what he does which express the worth of a man, but what he is."

and finally a poem.

"Think of the hopes that lie before you
Not of the waste that lies behind,
think of the treasures you have gathered,
Not the ones you failed to find
think of the service you may render,
Not of serving self alone,
Think of the happiness of other,
And in this you'll find your own."

General Motors Cancels Christmas

By PAT BLACKWOOD
District Committeeperson

Although General Motors haven't actually cancelled Christmas, they have done their best to spoil Christmas for many

Autoworkers this year. The Company has announced the closing of the Scarborough Van Plant, the indefinite lay off of 369 people from St. Catharines, and the rumors in the

Oshawa Plants have never been so bad. The Company has threatened to remove the Buick, close one GM 10 Plant, and whatever else they can come up with to threaten our job security. They are following all the other corporations in their new method of negotiations. You either do it our way or we'll close you down. Our Government has made it very easy for the Corporations to hold the Unions to ransom by passing the Free Trade Agreement. All you have to do is read the newspapers, there are plants closing down everyday, and the work is being relocated to the American counterparts in the U.S.

There is no doubt we are in for tougher times over the next six months, but the Company is really playing on these poor times to frighten our membership. We went through similar conditions back in 1981 and early 1982 when both the car Plant and Truck Plant were on one shift.

The Company realizes that Tradespeople are hard to come by, and they have put millions of dollars into training our people. The last thing the Company wants is to lay off Tradespeople, because there is a very good chance they would not get them back.

I am not saying we are untouchable, but we do have this to benefit us. During these times of restraint, and cutbacks in the overtime, the

grievance workload goes up accordingly. We must watch the demarcation lines very closely and also make sure the Company does not use salary to perform our jobs. Enough of the doom and gloom, as we have no real control of the economy, but corporations like General Motors do.

The best thing we can do as a Union is stay united through these times and as Representatives we must continue to make decisions that benefit you the membership.

GRIEVANCE WORKLOAD

The number of grievances have increased dramatically over the past month and at this rate I don't have to worry about keeping busy. To date, my daily schedule is full each and everyday of the week. The third steps have backlogged the past two weeks as several of the Labour Reps., we have to discuss the grievances with, have been away for one reason or the other (training).

The Demarcation Committee made up of the Area Skilled Trades Chairperson, the Tooling District and myself investigated the current grievances awaiting to go to the Company/Union Demarcation meeting.

Our next step will be to sit down with all the elected Skilled Trades Committeepersons and Alternates so we can have input from every rep.

Across Oshawa. Once the Demarcation Committee has agreed on which way we want to proceed, we will request a formal meeting with the Company.

At the time of writing this article, the meeting for the Skilled Trades Reps. has been set for December 21st, 1989 at 1:00 pm.

CHRISTMAS OVERTIME

There will be some tradespeople in over the Christmas holiday period, mostly in the Truck Plant and South Stamping. On December 8th, all the Skilled Trades Committeepersons, the Area Skilled Trades Chairperson and myself met with all the Superintendents to agree upon the Christmas asking procedure as is done every year. This is done to eliminate confusion and hopefully cut down on some grievances. Its better to try and do it the right way the first time.

IN CLOSING

I would just like to thank all the Tradespeople and Apprentices for the support I have received for the first nine months of my term, and with this being contract year, it is very important that we maintain this support. I wish everyone and their families a MERRY CHRISTMAS, and a HAPPY NEW YEAR. Although the article sounds like doom and gloom, I have tried to put your minds at ease. My new pager is 1-800-268-7124.

Department #32 Reunion

Wednesday, January 10, 1990

CAW Hall, 44 Bond St. East

POT LUCK LUNCHEON

11:00 AM — 3:00 PM

All Former Employees and Spouses

Tea and Coffee Supplied

Call: May Partridge 723-3798

Retiree Centre 728-8600

SA Forms — Dependent Changes

By MIKE LEVEQUE
Insurance Representative

Anyone requiring sick and accident forms on or after December 1st, 1988, must phone Metropolitan Insurance in Ottawa. Forms will be mailed to you at home. You cannot pick up S&A Forms at the benefit counter in the South Main office as of December 1st, 1988. For S&A forms phone toll free 1-800-267-9636. If you are in area code 519, use 1-800-267-8536. S&A forms should be returned to Metropolitan Life via the regular mail using the envelopes

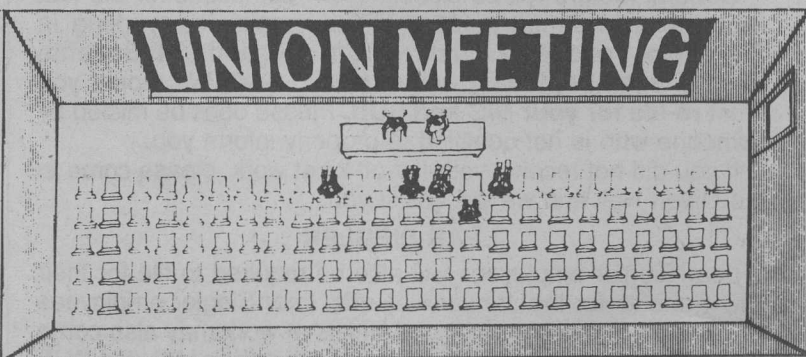
provided or envelopes may be sent by implant mail to the benefit office to be sent to Ottawa by Daily Courier Service.

CHANGES IN DEPENDENT — BENEFICIARIES

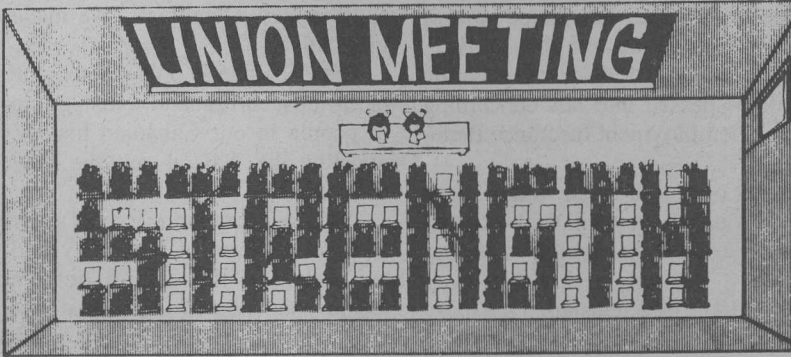
The benefit office is now located east of Oshawa and any changes, dependent, beneficiaries etc. should be done by phone. The local number is 644-7148. For those people outside Oshawa, the toll free number 1-800-263-7913.

Anyone needing the service of either a SUB or insurance representative should have their supervisor put in a call for us. This can be accomplished by calling 7832 on the day shift.

At this time I would like to wish everyone a Merry Christmas and happy and healthy New Year.



The difference speaks for itself.



ATTEND YOUR UNION MEETING!

Lockhart at the Hall

By **CONNIE LOCKHART**
Local Service
Representative

In order to be able to effectively handle WCB, we need to understand the Board's structure. The Workers' Compensation Board came into existence in 1915, and has a authority through and Act of the Legislature. It is a crown agency whose board of directors are appointed by cabinet but it is funded through employer assessments. It is one of Ontario's largest bureaucracies and its largest corporation. It employs roughly 5,000 direct employees and pays out over 1.6 billion dollars a year; all from the employers.



In 1987, 442,080 workers in the province received some form of compensation. That means that at least 14.4% of all workers in the province went on compensation in 1987. These are the new claims that were filed in that year. At the same time, 116,384 workers received WCB pension for earlier injuries. These 116,384 workers are the "permanently disabled." This means that as of 1987, 3.8% of all Ontario's workers had been permanently injured at work. However, we know that these numbers are probably low because many workers who are injured at work, do not apply for compensation. In some cases they apply for sick benefits and in many cases they receive no benefits from any source. There are also employers who "encourage" workers to go off on sick pay because it is cheaper for them.

WHO DOES WHAT?

1. The first obligation is for the worker to report the accident to their employer.

2. The employer must report the accident to the WCB. Even if the employer disagrees with the claim they must send in a report.

3. Disablement, aggravations and disease claims must also be reported.

DISABLEMENT

Under the present WCB act, the term accident includes a provision for compensation for "disablement claims. The term disablement was added to the Act in 1965 to cover those situations in which a worker was injured through "sprains and strains." Theoretically, the disablement provisions was designed to cover those situations in which there had been a gradual increase of pain over an extended period of time.

In practice the Board often denies these claims. In fact, to get a disablement claim allowed, the Board demands that the worker prove that there was a sudden onset of pain at work and/or that there was something new or unusual about the period just preceding the layoff. They tend to look for things like speed ups, transfers or particularly heavy work loads.

While it has become easier to get some forms of repetitive strain injuries like carpal tunnel syndrome and tendonitis accepted by the WCB, back claims that are the result of repetitive lifting or twisting over long periods of time are often denied.

RECURRENCES

Imagine that an injured worker fell down a flight of stairs and "went on" compensation in January 1981. He or she went back to work in November 1981. In 1988 the old injury

"acted up" again and the worker was forced to lay off work. At this point, he or she applied to WCB for lost time benefits for a recurrence of the original injury. So far everything seems ok. However, after sending in all the medical information, ten weeks' later the claim has been denied. The injured worker doesn't understand what has happened.

What has happened is that WCB only allows recurrences if two conditions have been met. The first is called "continuity of complaint." They want the worker to prove that he or she complained of a problem for 1981 to 1988. Second they require the worker to prove "continuity of treatment." This means that they want proof that the injured worker saw a doctor for the problem periodically from 1981 to 1988. If these conditions can't be met WCB will deny the claim, arguing that if the worker went back to work in 1981 he or she must have been 100% well. If there was no "continuity" then how could it possibly be a recurrence of an old injury? The logic behind this is that WCB thinks like a very small child, "it's all or nothing." At the same time WCB knows only what it has been told. Therefore WCB will declare a worker 100% well unless they have been told otherwise.

The solution to this problem is to change the conditions for recognition of a recurrence. It should be enough that an injured worker prove either continuity of complaint or continuity of treatment, or provide medical documentation that states that there was a causal relationship between the original injury and the recurrence.

To the membership and their families, a Very Merry Christmas and all the best in the New Year.

Convention Highlights OFL

By **DONNA BURKE**
Duplate

I would first of all like to thank all the Brothers and Sisters who voted for me as your OFL delegate. It was surprising and encouraging for a new employee to get this kind of support.

The 1989 OFL convention was the 33rd convention, and the first of the bi-annual conventions. Monday's convention started out with 1,396 delegates from 39 Unions and with the addition of Labour Councils, the total eligible voting delegates reached 1,509.

There were 210 resolutions submitted, along with 5 policy papers, to be dealt with. These resolutions and policy papers must be submitted 30 days prior to the start of the convention.

The Executive Board for the OFL was up for election and all remained through acclamation including President Gord Wilson, Secretary Treasurer Julie Davis, Executive Vice-President Ken Signoretti and 24 Vice-Presidents, 5 of whom must be women.

Discussions on General Sales Tax (GST) and Free trade — we must all campaign against the government as we have lost approximately 60,124 jobs since the 1988 election

with more jobs going every day, because of this Free Trade pact. General Motors van plant, Scarborough, Colby Foods in Whitby and Outboard Marine in Peterborough are just a few in our area.

We lost the first round with Free Trade, but we still have time to mount a serious campaign against the GST, it's up to you!

The GST tax is going to attack most if not all social and economic programs, affecting the low and middle income families the hardest, because the GST will eat up a greater percentage of their income.

Discussion on Bill 208, Right to Stop Work, was initially turned down, then revamped to include petitioning the Peterson government to adopt stronger worker rights in this bill before final reading.

There were many more resolutions but there isn't enough time or paper to put a one week convention into one article.

Ed Broadbent from the NDP gave his final speech as leader of his party to the OFL and as you know by now, the new leader is Audrey McLaughlin, the first woman to be elected to lead a National Party in Canada.

I would like to wish all members of Duplate, as well as every member of Local 222, a very Merry Christmas and Happy New Year.



St. John Ambulance
NO. 435 GENERAL MOTORS
AMBULANCE DIVISION
OSHAWA, ONT.

**WILL YOU JOIN US TO HELP
LESS PRIVILEGED??
FOR MORE INFO PHONE;
WILLIAM ROTHNEY
416-436-8660**



Rod and Gun Club

By **ROY FLEMING**

The fall Turkey Trap Shoot was another great success thanks to Dean and his committee. The weather was clear, no snow or rain, but very windy and cold. This had the birds bumping the air currents, causing them to dip and rise. The scores were not as high as the Trap Shoot held in the warm weather; between every squad we had to go inside the club house to warm our fingers.

Kemp Smith, a retiree, was the winner of Class A and also had the longest consecutive run, so his turkey and prize was more than appreciated. Bing Crosby, another retiree, was 2nd. He said he hopes to go south where the weather is warmer. The ham he won will help to make that venison go down a little easier at suppertime. Jim Shortt was in Class A. The extra clothes he wore made swinging that over and under gun a little more difficult.

Ed Wilson won Class B and took home a fat turkey for his efforts. Mark Roberts was 2nd in Class B, and if I remember correctly, he was shooting a 20 gauge shot gun, making it a little harder to brake those birds. Frank Silva was 3rd in Class B, but he said he did not feel the cold as he works outside and had lots of good clothes on.

Eric Dirken won Class C and remarked how easy it was to win a turkey. Eric is one of the many

skilled workers from the South Plant. Rick Hogerworst placed 2nd in Class C had a nice ham to show for his efforts. Rick works at a feeder plant, Delta Faucet, in Bowmanville. I was 3rd in Class C and I will enjoy my cheese tray.

There were many other shooters who did not win a prize but were keen competitors. The Lewis System used in trap competition is the fairest way to run a trap shoot. All shooters compete against each other but the classes are divided into three groups and your longest consecutive run of broken birds is taken into consideration when all the scores are tallied up.

You will notice some of the better trap shooters of our club did not win a prize, but if we had all the complete scores, you would notice their names and doing very well, but not good enough to win a prize in their class. The trap shooting will continue on Sunday morning until the weather gets too cold, and that cold weather could be any day now.

The Canteen Chairperson Rick Roddy was more than busy selling hot coffee and very hot chili beans; a hot dinner for cold shooters.

The Conservation Show and the presentation of the many trophies given out annually since 1938 by the Union Rod and Gun Club will be held Tuesday, February 13th, 1990 at Local 222, CAW, 44 Bond Street

E., Oshawa. Time: 7:00 p.m. until 9:00 p.m.

Last year we had 18 tables with displays that would interest anyone interested in Conservation. The Rock Hounds is always a display worthy of your time to see and appreciate. The carving of ducks by Bill Carwith is so fascinating to see. The detail that goes into every piece of wood he carves, the different woods that are used to make decoys in every detail is amazing. The reds of the sumach and locust, the browns of the cedar and the white of the pines and the dark shades of elm and other hard woods is what makes decoy carving so interesting. This year we hope to have another retiree who is taking up wood carving, Gordon Moffatt of Bowmanville. I have seen some of his work and it is exact in every detail.

The black powder display of old guns by Jim Barnard and John Crook had many admirers just standing and admiring the many old guns. These brothers had many knives that were hand made by local craftsmen.

This show is hosted by the Union Rod and Gun Club and Local 222 Recreation Committee. I do not want to tell you about all the displays in this column but I will have a complete list of all the displays in the next column. Of course we want you to bring mother and kids. I think

one of these Local Conservation shows can get your children interested in the subject of conservation. The show starts early and finishes early, so no excuse to say it is too late for the kids. Will have some nice door prizes, everyone welcome and it is free.

If you or your group has a hobby that would be of interest to conservationists, give me a call at 728-8831. I am the Chairperson, the tables are free, you can display your wares at this show but you cannot sell them, hope to see you and yours at the show Tuesday, February 13th, 1990.

With Christmas here it is sometimes very hard to purchase a present worthy of your dollars.

I took a great interest in the guns that are used at the URG. They are old models and in the best of working condition. My own shot gun, made in North America, is over 50 years old and some of the other shooters have other Winchester shot guns older than mine. You can tell by the serial number on your gun. Why buy poor manufactured sporting goods that cannot stand the hard use of everyday shooting and rough handling.

Did you ever see an outdoor man with winter clothes that fit and then are ten sizes too small after the first rain? When he is not in sight and he hangs his clothes up, look for the

label inside and if the clothes or any other sporting goods come from one of those off shore countries, don't buy it. If you think this is a little story, get your father's or grandfather's gun out of the closet and you will see it was not manufactured in an offshore country. The old fishing reels that took a terrible pounding were not made in an offshore country. My fly reel was made in Toronto and works like a new one after fifty years and I still have the same line that came with the outfit and I use it every year to trout fish with. So why be fooled by cheap equipment when you are going to use it for at least fifty years, and you will have something to give your grandson.

After a spirited Election, your 1990 Union Rod and Gun Club Executive was installed in all positions.

President — Ed Shridgley; Vice President — Ed Johansen; Secretary-Treasurer — Sharon Young SGF of Arms — Mark Flanagan PUB — Roy Fleming; Prop. Manager — Gus Mandryk; Trustees — Rick Roddy, Leo Jacques, Todd Cotton; Target — Paul Young; Trap — Dean Anderson; Casting — Reg Bellwood; Canteen — Rick Roddy; Conservation Chairperson — Roy Fleming; Membership — Ed Johansen, Stan Ward.

Trophy winner will be announced. President Ed thanks all the people who stood for positions.

News and Views

By **DON WHALEN**
District 6 — Committeeperson
LAY OFFS

Who really knows when they will end??? As of today (Friday November 24th, 1989) the Company has announced another week of lay-off and that will be the week of January 1st, 1990 and this week will also see Plant #1 on lay-off. The only good thing about being on lay-off this particular week is that most will qualify for a short work week (SWW) benefit as opposed to UIC and SUB. You would qualify for SWW because of the January 1st, 1990, holiday pay. Don't get me wrong, I'm not happy to see any lay-offs but this week for most, as I stated will mean with SWW there will be no interruption of your weekly pay cheque, (eg: no waiting for UIC or SUB). I hope this will be the end of lay-offs, but no matter who you talk to in management in Oshawa, no one could answer that question because Detroit makes those types of decisions and it seems so far they are last minute decisions.

Management here in Oshawa have told me (and I guess Detroit has told them) that there will be 17 GM plants on lay-off this same week as us, and 8 more GM plants

down the following week (1-8-90). All for the same reason, to reduce inventory. When you look at the over all picture it is a little scary. However in our plant and probably by the time you're reading this, we will be building the 4-door Regals. Management seem to think there is a demand out there for the 4-doors, plus the fact there are 3,500 Buick dealers it will take a while to fill all the show rooms. By that time early March the bigger V6 engine will be on stream and we should be over the traditionally slow time of year. This is only my predictions and I really hope they are reasonably close. (During the months of September 1989 and October 1989 General Motors in Oshawa hired 85 people, looking on the brighter side.)

MEETINGS

On November 23rd, 1989 the Car Plan Focus Committee met with upper Management to get a better understanding of Focus as well to see if we were any closer to getting this program implemented. First of all our understanding differs from theirs and we are quite ways apart from its implementation.

Another thing about Focus is that the wrong message has gotten out in the Car Plant by a few people who haven't a clue what it's all about or what they are talking about (one I'm sorry to say in my own plant whom has never to this day asked me any questions on this Focus document). Just for the record, this program has

not been implemented anywhere in either Car Plants and will not be unless it is across the entire Car Plant. When more details are worked out and available on this program I will give a detailed up-date in our plant.

On Tuesday December 5th, 1989 the entire Shop Committee will be meeting with John Urbanic to discuss a variety of things. (eg: Sandwich shifts, lay-offs, turn-styles, etc.). I will also give a report back in the plant via District #6 up-date prior to Christmas.

COLA

Effective Monday December 4th, 1989 the cost of living increase will be .12¢ per hour. Bringing the new COLA float to \$1.39 per hour. The cost of living is adjusted quarterly based on every three month average Canadian Consumers price index, released from Statistics Canada. After this increase our next COLA adjustment will be March 5th, 1990.

MERRY CHRISTMAS

In closing I'd like to take this opportunity on behalf of myself and my family to wish each and everyone of you and your families a very Merry Christmas and Happy New Year.

Please have a safe and enjoyable vacation as I look forward to representing all of you in 1990, and hopefully our prospects for 1990 will look that much better. A special Merry Christmas to all those and your families who have retired from District #6.

Meeting the Challenge of the 1990s

By **BRUCE ADAMS**
Car Plant Chairman

In response to the mismanagement of the 1980s, organized labour in the 1990s must develop a new strategy that will ensure job security, better wages and benefits for our members.



The role of good union leadership is to protect the rights and welfare of workers and make certain that management cannot

take undue advantage of our union members.

Except for Indexed Pensions in 1987, we have had ten years of repression of workers rights in the 1980s. The workers on the Plant floor are the ones who have borne the brunt of the concessions forced upon them by General Motors Management.

In the 1990s this will change because we as a union will no longer be responding to the corporate agenda, but will be providing our own Car Plant Committee agenda as an alternative to GM's corporate agenda of the 1980s of Mismanagement resulting in Lay-offs and Plants Closing.

Why should workers continue to suffer on the plant floor because the corporate agenda calls for Team Concept, Joint Programs and Japanese Production Management. There is a union elected today in the Car Plant that is saying "No" to the Corporate agenda of increasing the work load of our members and decreasing the number of workers on the shop floor.

COLLECTIVE BARGAINING CONVENTION

In May, 1990, our union will be setting the demands for the upcoming set of negotiations with General Motors. Your Car Plant Committee has now agreed that part of our Tuesday meetings will deal with items that should be sent to the CAW Collective Bargaining Convention. As I told you last issue, all elected representatives in the Car Plant have been invited to meet on Tuesday mornings each week to discuss issues that effect the Car Plant.

These meetings have been very well attended and a lot of issues that effect you have been discussed. So if you have any questions or suggestion about these meetings ask your committeeman.

MERRY CHRISTMAS

I would like to wish every member of Local 222 a very Merry Christmas and Happy New Year.

A Parade

PART 1

By **GORD VICKERS**
Chairperson
Oshawa Transit Unit

Did you ever wonder how rich the rich are in Canada compared to the average Canadian? In an effort to bring the picture into focus, Dutch statistician Jan Pen has presented the distribution of income as a parade by height — the taller the marcher, the greater the income. The whole parade is going to take about one hour to complete. Now, remember, the first part of the parade is income only, not including capital gains, but strictly income. Let's begin.

The first masses of people we notice are small, less than a foot in height. They are of all ages, and include the unemployed, old age pensioners, part-time workers and some farmers, all earning less than \$7,000.00 a year. This group passes by in about 6 minutes.

The next group to pass will take 12 minutes, and these people will be about 3 feet in height. These include people on public assistance and a large number of full-time workers at extremely low-paying jobs, cleaners, day care workers, bank tellers and sales clerks, with mostly women in this group.

After about 20 minutes, we start to see taller dwarves, about 4 feet in height, blue collar workers, factory workers, etc. At the halfway mark, we start seeing taller people 5 feet in height. Among them are the skilled trades, as well as nurses and executive secretaries.

After a few more minutes, we start to see our first sign of normal height people. This group includes teachers, civil servants, computer programmers and supervisors. It's not until the last 12 minutes that we start to see really tall people, about 8 feet in height. These include

doctors, lawyers, accountants and engineers. With 6 minutes left in the parade, we see more doctors, lawyers and business executives, all earning more than \$100,000.00 a year. 14 feet tall, they tower over the dwarves at the front of the parade. There are some familiar faces in this crowd, Premier Bourassa standing 15 feet in height, and Prime Minister Mulroney standing 19 feet.

In the last minute, the really big people appear standing over 30 feet. With 25 seconds remaining, we see Ian Sinclair, retired President of Canadian Pacific standing 37 feet in retirement. In the final seconds, real giants pass by. J.F. Dunlop, President of Texaco Canada, with a 1986 income of \$538,308.00, stands 75 feet. Then there is W.W. Stinson standing 96 feet tall, income \$677,418.00, President of Canadian Pacific Ltd.

Looming is Edgar Bronfman, Chairman of Seagram, salary \$1.8 million, height 257 feet. But towering even above him is Frank Stornach, President of Magna, income \$2.2 million, reaching a commanding height of 314 feet. But this parade only tells half of the story, income. A truer, more meaningful measure is wealth.

Someone could have considerable wealth in the form of stocks, bonds or land holdings, but receive little income. So, before we begin the wealth parade, there are some facts that you, the reader, should know.

The top earning 20% of Canadians enjoyed 45% of national income, while the bottom 20% of Canadians enjoyed 4% of national income. The wealthiest 20% holds 68% of national wealth. The bottom 20% holds less than 1% of wealth. In Canada, the top 10% holds half of the country's wealth.

Let's now watch the same parade

of Canadians, reflecting their holdings of wealth rather than income by height.

This second time around, the parade has been going for about 10 minutes before we realize it has even started. That's because, despite our rapt attention, we can't see anyone. The marchers who've gone by during the first 10 minutes aren't just minuscule in size, they're underground. These underground people represent Canadians who own nothing of value, have no savings, and are, in fact, overall in debt. They include university graduate students who have gone into debt to finance their educations, as well as young families with consumer loans.

At last, we start seeing the first signs of life above ground, tiny people a few inches high. They include low income people.

It's not until 15 minutes have passed that we begin to see dwarves, people 3 feet high, net worth, \$18,000.00 from all sources. The rest of the parade proceeds in much the same way as the first parade, until the end.

In the last minute, we encounter wealthy giants as large as Toronto's CN Tower. But it is what happens in the last second that's astonishing. With less than a tenth of a second left, some of the most prominent Canadian businessmen and investors suddenly appear, boasting assets of more than \$100 million and ranging up into billions. These individuals are so tall that their heads disappear into the clouds.

Charles Woodward, a real estate developer, stands a little over 3 miles high, Conrad Black with brother Montegu, assets \$200 million, stands 6 miles high, a tall woman, Mitzi Steinberg, heiress of Steinberg grocery, is 7 miles high, Calgary oil man, Ronald Southern, is 8 miles high, Robert Campeau, 12

The Million Dollar Question?

By **KEN SUTHERLAND**
District 2 Committeeman

Unions in Canada must organize workers and give a new meaning to what unionism really stands for. Labour's voice must carry a clear



and consistent message to unorganized workers that they must organize or the companies will play one worker off against another. We in the organized plants need to remember this message

also. The next time you get a group of workers together try this simple game.

If you put 30 workers in a room and tell them they have six chances to win a million-dollar lottery. Each worker is given a blank index card; six of these are blue, the remaining 24 are white.

To get one of the six lottery tickets requires that a worker find a partner who has a card of the other color, negotiate an agreement on how the million-dollar prize will be divided and present the pair of white and blue cards to you. A white card without a blue card is worthless, as is a blue card without a white card.

The question you ask the workers is: "What is a white card worth in this game? One half of the million

dollar jackpot? One twenty-fourth?" It turns out that if the game is played in a purely competitive manner, the answer is one cent! Since white cards and blue cards by themselves get no reward, it is in no one's interest to be left without a partner. But with more white cards than blue, blue cardholders are free to auction off their cards to the six highest bidders. Not to be frozen out of the game, two or more white cardholders will often bid frenetically against each other until one concedes everything but one cent in order to make a deal.

What makes this particular game so intriguing is that its outcome can be turned on its head. If the white cardholders organize themselves into a union so that all the white cards are played as one, the "price" of the now more numerous blue cards plummets and the white cards gain complete control of the game. A mere six white-card defectors, however, can nullify the collective effort of the union.

We all need to remind ourselves that we made our greatest successes in collective bargaining by organizing together and building solidarity. The 1990s will be no different.

MERRY CHRISTMAS & HAPPY NEW YEAR

I would like to wish the membership of Local 222 and all CAW Representatives a Merry Christmas and Happy New Year.

miles high. Toronto shoe baron, Thomas Bata, 12 miles high, Paul Desmarsis, 18 miles high, Galen Weston, head of the food empire, 29 miles high, Charles Bronfman of Seagram Liquor, 32 miles high, Paul Reichmann, 195 miles high, and, finally, the richest man in Canada, Kenneth Thompson, head of the

Thompson newspaper empire, 198 miles high.

If you're feeling a little small after reading this article, in my next article I will attempt to tell the reader why there are small people and large people.

Until next time, have a Merry Christmas and a Happy New Year.

Eyewear by
Oshawa Optical

EYE EXAMINATIONS ARRANGED
HARD & SOFT CONTACT
LENSES (CERTIFIED FITTER)
RAY-BAN SUNGLASSES

PRESCRIPTIONS FILLED
DESIGNER FRAMES
COMPLETE OPTICAL SERVICE
INDEPENDENT OPTICIAN

ALL VISION-CARE PLANS ACCEPTED
OPTICAL OUTLET FOR 30 YEARS

BRIAN LARSON
Dispensing Optician
436-2020
210 Bond St. W.




*Largest Fuel Oil
Supplier in
Durham Region*

Extra Benefits provided for
CAW Retirees & Senior Citizens

- ☐ AUTOMATIC DELIVERY
- ☐ EQUAL PAYMENT PLAN
- ☐ FREE FURNACE
REPLACEMENT PLAN
- ☐ FURNACE INSTALLATIONS
- ☐ ELECTRONIC AIR CLEANERS
- ☐ CENTRAL AIR CONDITIONING
- ☐ FUEL OIL — STOVE OIL
- ☐ FARM DIESEL — GASOLINE
- ☐ COMMERCIAL — INDUSTRIAL

**24 HOUR
EMERGENCY SERVICE**

RADIO DISPATCHED

OVER 8 DECADES
OF BETTER SERVICE

Sipco Dixon

313 ALBERT ST., OSHAWA
723-4663 728-5138

**No Warnings, Threats
or Promises
and
Definitely**



Just our committment to be
of service to You
our customer.
Try us, you'll be satisfied

Sheridan CHEVROLET OLDSMOBILE
CADILLAC LIMITED 

**1800 Kingston Rd. at Brock Rd.
Pickering
683-9333**

Admiral Optical Company

375 Bond Street West, Oshawa, Ont. L1J 8A2

Deductible paid for

579-6411

BOB JOHNSON
OWNER

CHRIS KRANZ
LICENSED OPTICIAN



*Joan Collins
EYEWEAR*

Daily: 9 a.m.-5:30 p.m.
Thursday: 9 a.m.-8 p.m.
Saturday: Closed

*We make things
very clear*

WARNING

**GM EMPLOYEES
& SIBLINGS**

**YOU MAY NOT BE GETTING
ENOUGH \$\$\$ FOR YOUR
TRADE**

ALSO

**SPECIAL EMPLOYEE
FINANCING AVAILABLE**

**SUBJECT TO CHANGE
WITHOUT NOTICE**

GUS BROWN PONTIAC BUICK
1201 DUNDAS STREET, EAST

668-5846 Toronto lines 686-1566 & 686-1567

**VAN HEMMEN
TIRES**

317 Hopkins St., Whitby
Phone 666-2121

When You buy Tires from
VAN HEMMEN TIRES
You get MORE than just Tires

DEALER FOR: Uniroyal, Dunlop, Goodrich,
Kelly Springfield, Pirrelli

Specialists In
Mag Wheels & Wheel Balancing
We Carry Sheviot Crager-Superior



OVER 500 GOOD USED TIRES FROM \$20.00

**HALL FOR
RENT**

**236 BLOOR ST. E.
OSHAWA**

CATERING ACCEPTED

RENTAL \$200.00

CAPACITY, 130 PERS.

PHONE: 576-3158

 **THE OSHAWA & DISTRICT
CREDIT COUNSELLING SERVICE**

"Guiding People From Red To Black"
PROFESSIONAL — FREE — CONFIDENTIAL

172 King St. E., Room 106,
Oshawa, Ontario L1H 7N2 — 579-1951

Bob Myers

CHEVROLET-OLDSMOBILE LTD.

425 BAYLY STREET WEST, AJAX

PHONE 427-2500

**"Always a great
deal no matter
what your option"**

- Top trade-in allowance
- Brand new facility to serve you.
Easy to get to.
- Great parts, service, and
body shop
- We want your business
and we'll prove it!

	401	
WESTNEY	HARWOOD	PARK
	BAYLY	
X		

ALL YOU NEED TO KNOW. 

Zone 35 Report

By **DAVE SITARAM**
Committeeperson

This being the final issue of the year, I would like to take this opportunity to wish each and everyone of you a **safe and happy holiday**. As



we approach a new decade, we are all optimistic about our future, our jobs and the direction our country is heading in as a whole. Some of the experts are predicting a very uncertain future in the years to come, if this becomes reality we are in for a rough ride.

The Big Three are already painting a doom and gloom picture in Canada, blaming low car sales and big interest rates as the major factors.

During the month of December several plant closures were announced directly affecting thousands of Canadian jobs.

Recently there has been an exodus of Canadian jobs heading south of the border all directly due to the Free Trade Agreement.

Ironically we were told the Free Trade Agreement was in the best interest of Canadians, well you be the judge.

AROUND THE ZONE

Alum. Rad.

The Rad Plant will be down for the first two weeks in January. The first week starting January 2nd, 1990, it would be a complete shut down. The following week, one shift will be required.

If you have any problems regard-

ing the lay-offs please contact your Supervisor, he will have the information on who is required to work on the second week.

South Stamping

Third shift will be off the first week of January. This would create a reduction of about twenty to thirty people. Management will notify you during the week prior to the holidays.

On Friday, December 8th, 1989 the Union met with the Company to discuss some of your concerns on the floor. Our meeting focused on break down of communication, our problems with Supervisors and per diem Supervisor.

I pointed out at this meeting it was my opinion certain Supervisors were intentionally trying to discredit the Union.

The meeting was very open and we were promised our concerns would be addressed immediately in my next article, I will follow up on what progress was made in this respect.

Battery

The present lay-offs in Oshawa will not have any effect on the Battery Plant at the moment, there seems to be enough orders to keep this plant at the present volume.

On behalf of all the brothers and sisters in the Battery Plant we would like to wish Sister Pat Creighton a happy retirement.

CLOSING NOTE

When you receive your next pay cheque from your Supervisor instead of saying thank you, say "you are welcome". He being a representative of General Motors should thank you for the job you have done for the Company.

Apprentice Committee Report

By **JACK McEACHERN**
and **RICK McMULLAN**

BACK TO SCHOOL

Classes for all day release apprentices resumed on November 16th at Durham College, following the five-week teachers' strike. All classes missed due to the strike will be made up before the end of the term.

APPRENTICE TRAINING CENTRE

The 22 new Machine Repair apprentices who began in August have completed their basic training term in the training centre on December 1st and reported to the plants for their first shop floor assignment on December 4th. The feedback we have had so far has been fantastic. In January we will begin scheduling 2nd and 3rd year Machine Repair and Millwright apprentices into the centre to do their annual machine shop projects, as well as an 80-hour hands on "Power Transmission" course which will also include 4th year apprentices. The next project we are going to work on for the training centre will be to set up the same type of basic training for the electrical apprentices before they report to the shop floor. In order to set up the curriculum, we are going to canvas the tradesmen in the plant for any ideas or suggestions they might have for the course. We hope to have this basic training course implemented for the August 1990 intake.

GRADUATION LUNCHEON

The apprentices who have or will be graduating in 1989 will be invited to attend a luncheon at Durham College on January 10 or January 11, 1990. Due to the number of graduates, the luncheon will take place over two days. You will

be sent a personal invitation with dates and times.

PAGERS

We now have been issued new Cantel pagers. **To reach us from an in-plant phone:**

(1) Dial *97 + 3976 for Jack or 3977 for Rick then wait for "ENTER NUMERIC MESSAGE" message.

(2) Using the phone keypad, enter the phone number that the person being paged can call (up to 20 digits).

(3) Wait for us to return your call. **To call from outside the plant** (416, 705, 519 Area Codes)

(1) Dial 1-559-6000 (this is a toll free number). Wait for "ENTER IDENTIFICATION NUMBER" message.

(2) Using phone keypad, enter 3976 for Jack or 3977 for Rick. Wait for "ENTER NUMERIC MESSAGE" message.

(3) Using phone keypad, enter the phone number that we can call you at (up to 20 digits)

(4) Wait for us to call.

You may also leave an alpha message

By dialing 1-800-268-7124. An operator will answer. Give the 4 digit pager ID No. (3976 for Jack or 3977 for Rick) and the word message you wish to leave.

STATUS REPORTS

As of November 1st you will no longer be required to submit status reports to the Apprentice Branch of the Ministry of Skills Development to prove your hours of work experience. All that is now required to prove completion of your apprenticeship is by:

(1) a status report that finalizes your contract hours or
(2) a properly filled out progress re-

The Labour College of Canada

By **PAUL GOGGAN**
Education Chairperson

Every member of Local 222 is eligible to submit an application to attend the 1990 session of the Labour College of Canada. The 1990



Residential Program of the Labour College of Canada will be held in Ottawa, from May 6 through to June 30.

The eight-week Residential Program of the Labour College consists of five courses: Economics, Political Science, Labour Law, Labour History and Labour Sociology.

The Labour College, unlike traditional educational institutions, does not have stringent entrance requirements. Admission is based on the premise that practical experience in the Labour Movement and motivation will enable workers to meet the challenge of the Labour College program.

The Labour College is a unique educational institution. Instruction is at a university level. It is therefore not a copy of, nor a substitute for,

the educational programs offered by the Canadian Auto Workers or Canadian Labour Congress.

Application forms are available from: Sister Jean Bezusky, Registrar, Labour College of Canada, 545 King Edward Avenue, Ottawa, Ontario K1N 6N5. Ask for application form for the 1990 Residential Program or call (613) 232-5375.

The Labour College also offers a Correspondence Course for a fee of \$30. The course is made up of twelve lessons: three in Economics, three in Political Science, three in Sociology and the final three on graphs. Application forms are available from the Labour College office, address same as above.

If you apply for the Residential Program, all application should be sent to Sister Jean Bezusky, accompanied by a \$30 fee for the Correspondence Course and a \$15 fee along with the application for the Labour College of Canada Residential Course. The following are costs that will be assumed by the \$5,500 scholarship amount: Tuition \$475.00, Textbooks and Material \$125.00, Residence for eight weeks \$520.00, Meals estimated at \$1,800.00 allowing \$2,580.00 to be applied to the student's lost time and travel.

Any member interested in applying to attend the Labour College

should do so before February 28, 1990 deadline. You can apply to take the correspondence course anytime. The application form for the residential program takes some time to fill out so please mail early.

If you're thinking of applying for the residential program please remember the Deadline is February 28, 1990. Late applications seriously interfere with the work of the selection committee and result in a delay in notifying the awards recipients, therefore no late applications will be accepted.

I would like to wish everyone a Merry Christmas and a Happy New Year.

Service Rep./ Recording Secretary

By **DAVE THOMPSON**

I'm on holidays in Central America and I will be back at work January 2nd, 1990.

We will start the 1990 WCB Appeals, January 8th to 12th, January 16th, and January 22nd, 25th and 26th, 1990.

Have a good XMAS and a HAPPY NEW YEAR.

Remember "don't drink and drive."

Attention Cribbage Players

The Northview Branch of the Oshawa Senior Citizens Centre will be holding a game of cribbage every Friday from 1:00 p.m. to 3:00 p.m., starting Friday, November 24th, 1989.

Everyone is Welcome!

The cost is 50 cents per day and will be held at Northview Community Centre.

For further information, please drop in to Northview or contact 576-6712.

News and Views

By **MAY PARTRIDGE**
Secretary Treasurer
Durham Area Council

I have just returned from Winnipeg. It was minus 17 and the wind factor was 45. I think my face was frostbitten. For after four days of cream, it's still tight and tender.



The Convention was jammed; 2403 voting delegates not counting visitors. I spoke with delegates from Saskatchewan and everything in Winnipeg was expensive, in my view, so I don't know how the farmers even break even out there.

Ontario had 398 delegates and the West was not far behind. I voted in all four elections for Dave Barrett. In the bear pit session, I thought Steve Langdon was the winner. I obviously lost my vote so now it's on with the job with tongue-in-cheek.

Merry Christmas and a happy, healthy 1990.

cord book signed by your employer or

(3) a letter of completion on company letterhead, signed by your employer.

If you have any questions, give us a call, Jack 3976 or Rick 3977.

In closing, we would like to wish everyone and their families a very safe and Merry Christmas.

CAW — GM Legal Service Information

Phone: 433-4242

Coming Soon! East End Location

A New AutoCash Location
at the southeast corner of
Highway No. 2
and Prestonvale Road

Construction Now Underway
for January Opening

S & A FORMS

Anyone requiring Sick and Accident forms on or after December 1st, 1988, must phone Metropolitan Insurance in Ottawa. Forms will be mailed to you at home. **You cannot pick up S&A forms at the S&A Benefit Counter in the South Main Office as of December 1st, 1988.**

FOR S&A FORMS PHONE TOLL FREE
1-800-267-9636 OR

If you are in Area Code 519, use 1-800-267-8536. S&A Forms should be returned to Metropolitan via regular mail **using** the envelope provided or envelopes may be sent by inplant mail to the Benefit Office to be sent to Ottawa by Daily Courier Service.

Mike Leveque, Insurance Representative



CAW Auxiliary 27 Bowling News

By PHYLLIS CLARKE

OCTOBER 17TH, 1989

High Triples — Phyllis Munroe 623 (225, 214), Barb Smith 603 (235), Kathleen Melnichuk 602 (215, 228).

High Singles — Andrea Gray 218, Verna Parker 211, Lil McEachren 200.

OCTOBER 24TH, 1989

High Triples — Kathleen Melnichuk 701 (250, 226, 225), Phyllis Munroe 650 (248, 218), Andrea Gray 648 (308), Marj Leddy 604 (250, 231), Barb Smith 602 (224).

High Singles — Verna Parker 238, Betty Rutherford 237.

OCTOBER 31ST, 1989

High Triples — Barb Smith 684 (224, 208, 232), Andrea Gray 605 (249).

High Singles — Kathleen Melnichuk 239, Betty Rutherford 230, Joan Cannons 219, Joan Taylor 218, Betty Clark 215, Helen Rotterman 214, 222, Loretta Gourley 222, Phyllis Munroe 230.

NOVEMBER 7TH, 1989

High Triple — Verna Parker 686 (249, 289).

High Singles — Phyllis Munroe 242, 205, Kathleen Melnichuk 203,

210, Lill Braund 216, Joan Taylor 203.

NOVEMBER 14TH, 1989

High Triples — Kathleen Melnichuk 788 (224, 269, 295), Lil McEachren 641 (299), Barb Smith 637 (241, 205), Marj Leddy 602 (252).

High Singles — Loretta Gourley 248, Andrea Gray 216, Marion Taylor 216, Verna Parker 205, Betty Rutherford 201, Phyllis Munroe 200.

NOVEMBER 21ST, 1989

High Triples — Kathleen Melnichuk 688 (200, 215, 273), Loretta Gourley 627 (206, 200, 221).

High Singles — Betty Clark 246, Joan Taylor 244, Phyllis Clarke 228, Barb Smith 220, Phyllis Munroe 206.

NOVEMBER 28TH, 1989

High Triples — Betty Clark 628 (227, 230), Phyllis Munroe 612 (241), Barb Smith 609 (211).

High Singles — Verna Parker 201, 235, Annabelle Cobb 244, Kathleen Melnichuk 234, Phyllis Clarke 213, Loretta Gourley 209, Lil McEachren 204, Marj Leddy 202.

Keep up the great bowling Sisters and have a Safe and Happy Holiday Season.

By BRIAN SMITH
Plant Chairperson
MIKE AINSWORTH
Plant Chairperson
Columbus McKinnon

The 33rd Annual Convention of the Ontario Federation of Labour was held from Nov. 20 to Nov. 24 at the Sheraton Centre in Toronto.



There were 22 elected delegates from Local 222 in attendance, including 14 from the GM Unit, 2 from Duplate, 2 from Lear Siegler, 2 from the remaining smaller units and 2 from the Retirees Chapter.

This was the last Annual Convention of the OFL, which now moves to an alternate year format as a result of a motion passed by the delegates in 1987. The high costs of putting on the convention, both in terms of dollars and manpower, were cited as reasons for the change in the resolution put forward by the Executive Board. The Local 222 Delegation voted against this change because we believed that the Executive Board could lose touch with the concerns and wishes of the rank and file union members in this province if they only had to report back once every two years. The future will tell if this was a wise decision.

During the 4½ days of the Con-

vention, the 1559 delegates were asked to consider, debate and vote on 210 resolutions presented to the Executive Board over the past 12 months. In addition, the delegates dealt with 5 policy papers presented by the Board concerning:

1. Free Trade and the Conservative Agenda.
2. Families in the 1990's.
3. Alternatives to the Workers Compensation System.
4. The unequal bargain — the erosion of Collective Bargaining.
5. Education and training as well as a paper on the formation of a New Labour-controlled Social Investment Fund.

Guest speakers who addressed the delegates during the week were Tony Clarke of the Pro Canada Network, Dick Martin — Exec. VP Canadian Labour Congress, Ontario NDP Leader — Bob Rae and Federal NDP Leader — Ed Broadbent, who gave an emotional farewell speech.

In addition, protest demonstrations during the lunch hours against Via Rail cuts, human rights violations and American movement in Central America and in favour of pay equity were added to an already busy schedule.

The highlight of the week for many, especially for those of us from Local 222 was the Dinner-Dance "Tribute to Ed and Lucille" on Wednesday night. The addition of a bus load of Local 222 well wishers from Oshawa made this a memorable evening.

Aside from the regular business, there were opportunities to talk with representatives from a variety of special interest groups. Striking United Mineworkers from the U.S., ladies representing VOME (Victims of the Mining Environment) from

Northern Ontario, Labour leaders from Nicaragua and Palestine, Ontario Arts Council, Oxfam and other peace groups were all present adding their voices to a growing call for unity in dealing with the world's social problems.

Although it was a busy, and for many delegates a tiring week, there was also a real sense of accomplishment. We know that the OFL has in the past, and will continue to lobby the Provincial government long and hard on behalf of working people in the province. We also know that there is a challenge for all of us to get involved and tackle the tough issues that affect us in the workplace, such as safety and health, as well as those issues such as protection of the environment and world peace that affect everyone. It is obvious from the calibre of people in the labour movement in this province that we should not only be participants but leaders of this social movement as we move into the 1990s.

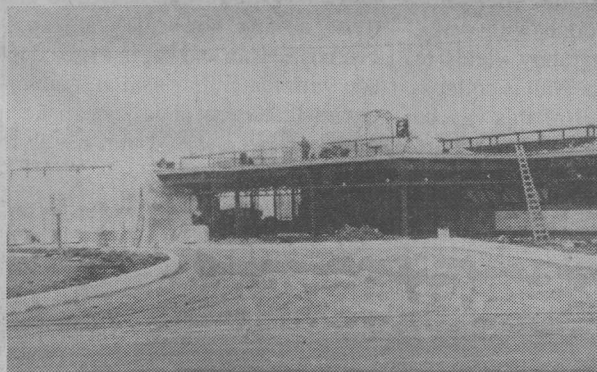
Any members wishing to obtain more information on a particular subject or interested in becoming more involved, should contact any of the elected delegates to the Convention.

**REWARD
\$50.00**

**STOLEN
Cupboard
from 351 Drew Street
53 years old**

**Please phone 725-5790
if you have any information**

New Union Hall Progress



By LLOYD CLARKE
Property Committee
Chairperson

I would like to begin my article by apologizing to the retirees and active members for not having a report on our new Union Hall in a November issue of *The Oshaworker*.



This was mainly due to a vacation, in my opinion due, simply because I have been putting in 3 or 4 days and the odd night a week on the business of

this new hall since my retirement on March 31st. This is not a sympathy statement nor a cop out, it is just straight facts. In addition, though the project is progressing at a more acceptable rate, there really was not a great deal that I could report on that would have been of interest.

MOVING ALONG

For anyone who has not driven past our project, it is in all reality a great sight with the outside walls going up and to see the building actually taking shape. There was a time when I had my doubts if I would realize this type of progress.

As of December 6th, the CAW Dental Centre section is moving

along rapidly as it is almost enclosed on the exterior as well as the interior. The reason for the concentrated effort in this section is because it is more complex than the rest of the building.

The main ballroom is progressing well with the walls and floor completed with the exception of the tiles, paint, etc.

I am most impressed with the way that the Retiree Centre is shaping up. I would be very disappointed if the retirees who frequent their home away from home, do not enjoy themselves. The view of the lake from within is terrific let alone the location of their patio.

The parking lot is paved as well as the curbs are complete. Oh yes, we have even gone so far that we now have an address for when we move in: **Local 222, CAW, 1425 Phillip Murray Ave., Oshawa, Ontario. L1J 8L4. The telephone number will be the same.**

EXTREME GENEROSITY AND DEDICATION

There has been an item come before me that makes me realise that the retirees of Local 222, regardless of where they live, still have an interest in the progress of their Local Union.

I received a cheque by mail, very recently, from a retired member and her husband, now living in

British Columbia, who wished to make a donation to the cost of our new hall. I found this to be a most extraordinary gift of good will and a love for what you believe in. We have returned this cheque accompanied by a letter of **sincere appreciation and heartfelt thanks**, because I am positive they can put that amount of money to greater use for their own retiree well being. Mr. and Mrs. Schwarzer **thank you very much from everyone in Local 222**. Please do not be offended by the cheque being returned as your thoughts will always be treasured.

SECURITY ON SITE

In my previous articles I made mention of using retiree security while the construction of the new hall was taking place. From these articles, I did receive telephone calls from Local 222 Retirees who showed an interest in participating. Therefore security is now a reality effective Monday, December 11th, 1989. I want to thank everyone who is participating in the worthwhile section of our project.

MERRY XMAS TO ONE AND ALL

As this is the last issue for 1989 may I wish you and your loved ones a very Merry Christmas and a healthy New Year.

Remember: He who hurries cannot walk with dignity.

Skilled Trades Tool and Die News

By BOB ALLAN
Zone 4
SCOTT TURNER
Zone 1

In writing this article, we would like to first wish a **Merry and Safe Christmas to all**.

During the past three and a half years, we have tried to keep an open channel between shifts on problems common to each other. To date we have worked with three Districts and in the beginning, with the co-operation of George Cox, we were able to negotiate O.T. agreements in Dept. 36 and 18 that have addressed several of the problems that we previously experienced. This is not to say that further improvements can't be made in these agreements. We have been able to maintain and scrutinize the O.T. spread to a bare minimum in these departments.

Currently we have worked with our Chairman and our new District in an effort to assist them in the Rad/Tri-Link Area in their first attempt at negotiating an OT agreement. With much conversation and input from our people on the floor, we believe we have achieved a workable agreement. At this time there are many demarcation problems that exist in the Rad/Tri-Link that we have been assured for a considerable length of time will be looked after by our Chairman, yet we await any positive results.

We are at this time also trying to address the problem of paragraph #62 transfers being honoured when

an apprentice graduates. We assure you that if this is not corrected prior to 1990 negotiations, that this will surely become a contract issue. We think it is appropriate at this time to remind you that if you have not yet filled out your contract proposal sheets, you should do this so that we are aware of your concerns that you wish to have addressed at the bargaining table.

At the current time we are happy to see the truck plant is busy and that our people are maintaining as much tooling work as possible. Even though there are people out there attempting to take some of it away.

This is also true in the SSP plant that traditional tool and die work is being eyed by others. We must collectively maintain all this work which has historically been ours. In this time of slowdowns and temporary layoffs, we must stick together on tooling work.

In closing we would like to say that with all the doom and gloom rumours running in the plant, we will try to get the true facts and then convey them to the membership at the time we receive them.

P.S. — Our new pagers are: Bob Allan — 8001, Scott Turner — 8000, Rick Roddy — 8006, Todd Cotton — 8005. We can be paged by using a touch tone phone #97 (pager number), then an operator will leave a numeric message, wait will say leave a numeric message, wait until you hear "page accepted."

SWAP COLUMN

NEXT ISSUE: JANUARY 18, 1990
DEADLINE FOR NEWS AND ADS: JANUARY 12, 1990 AT 4:00 P.M.

FOR SALE

1984 MAZDA P/U, auto (rare), AM-FM, long box & liner and Super Cab. A1 condition. Economy plus. Call: 725-9585 or 434-5777

1988 CELEBRITY wagon, 2.8L, auto., O/D etc. Well kept. Call: 723-8600

ANTIQUE PIANO bench with clawed feet. Seat opened to contain music. Asking \$375. Call: 623-7569

POODLE, BLACK, 7 months old. Excellent with children. Male, purebred. Can be registered. Call: 723-0561

MOBILE HOME, 45' x 12' with 10' x 20' sunroom, 1 bedroom, 1 bath, fully furnished, rug throughout. Villa Del Sol Park, Sarasota, Florida. Reasonable. Call: 1-813-756-6698.

'74 GMC WITH cap, 400, 4-barrel, 4-bolt mains, 350 auto trans., HD springs. Good tires. As is. Body needs work. \$550. Call: 416-987-5097

SET OF CAST iron bar bells and accessories. \$250 or best offer. Call: 987-1526

LATE MODEL stock car and trailer. Suitable for late model or sportsman. (No motor.) Call: 983-5390

OFF-WHITE CARPET. 9 x 12. Beauty salon hair dryer chair. A-1 condition. Call: 725-5132

ROWING MACHINE, in excellent condition. Hi-fi in cabinet, plays tapes and records. Call: 725-6282

'89 SPRINT. 2-door auto., 3,000 kms. \$8350 certified. Call: 728-0988

10" TML ICE auger, 35 CC., industrial engine. Use twice. \$350. Call: 728-8612

LAWN TRACTOR, 11 hp. 1981 Sears 38" mower. Good condition. \$850 or best offer. Call: 623-3009

MOBILE HOME. Pompano Beach, Florida. Beautiful park, pool, clubhouse, 12' x 60', 2 bedrooms, 2 bathrooms, shed, screened Florida room. Furnished. Call: 725-6813

1977 CHEV CAPRICE Classic, 2-door, 2-tone, loaded. Excellent condition. \$2500 or best offer, certified. Call: 705-932-2848

LOUNGE CHAIR similar to "Lazy Boy." Like new. \$200. 4-piece sectional sofa leatherette covered. Good condition. \$125. Call: 728-8709

1979 PONTIAC sedan. As is. In running condition. Call: 723-3330 or 576-1386

'88 CAPRICE Brougham Ltd. 23,000 km. Best offer. Call: 723-3339

1985 BUICK LeSabre chrome bumper, new. \$50. Call: 666-3131

1980 CITATION Ski-Doo, electric start, 340 CC. \$1100 or best offer. Call: 983-9530

TRACTOR, FORD 8N, in good condition. With 6 ft. scraper blade. Asking \$2700. Call: 623-1297

OAK WRITING desk. Brass legs. Beautiful condition, \$175. Call: 987-4340

PARRY SOUND area, Sudbury, lot 66' x 165' Ahmic Harbour, with 15' trailer and boat and motor. Vendor will hold mortgage. \$26,500. \$1000 down. Call: 725-8046 after 6 p.m.

ATARI 800 SL computer, keyboard, disk drive, with word processor program. Not compatible with IBM. \$230. Games sold separately. Includes 1 Joystick. Call: Diana 723-7100

LAWN ORNAMENTS. Daffy, Tweety, Pelican, Bluejay, Sylvester, Woody, Tom & Jerry. \$13 each. Baby sets. \$15. Call: 725-9390

1984 S-10 CHEV pickup, V-6, 5-speed. Many extras. Must sell. Asking \$3800 or best offer. Call: Millbrook 705-932-3097

WASHER, SPIN-DRYER. Console stereo with reel-to-reel tape deck, Downhill ski boots. Sizes 5, 7 & 8. Treadle sewing machine. Call: 987-4276

KIRBY VACUUM cleaner, rug shampooer, \$275. Snow tires, radial, 175-13. Fit Chevette. Like new. Tappan built-in dishwasher, gold. \$175. Call: 723-9881

1988 NORTH Trail double-bed Ski-Doo trailer with wind deflector. Used 5 times, \$850 or best offer. Call: 579-4243

LAST FULL-SIZE Olds Cutlass Supreme Brougham. Loaded. 40,000 km. List price \$23,000. \$18,000 firm. Call: 985-9596

WEAVING LOOMS. LeClerc 22" Meca folding hand-operated table model. Reed, raddle & two flat shuttles. \$150. One Inkle loom kit, new, pine, complete, \$15. Call: 725-2258

1985 WRANGLER GMC 1/2-ton, 305 engine, overdrive auto., tilt, gauge package with clock, AM-FM cassette, step bumper, rally wheels. Asking \$7800. Call: 1-983-9204

1980 CHEVETTE, 3 doors, certified. \$1350. Air compressor. 3 hp. New. Call: 666-9539

1981 PONTIAC Grand Lemans wagon, 8-cylinder, 305, good condition. \$2100 certified 2 ceiling fans with light kit, \$60 each. Rabbit cages, \$12 each. Call: 705-324-1680

ANTIQUE SINGER sewing machine, treadle type with lovely oak cabinet. Very old. \$90. Call: 623-2611

1981 SHAMROCK motor home, 24', gas/propane, 350 GM engine, sleeps six. Good condition. \$19,500 certified. Call: 705-324-1680

MOBILE HOME 10' x 45', new Florida room, 11' x 24', carpeted, fridge, stove, bath, large bedroom, pave drive, 2-car carport. Many extras. Call: 813-822-4731

GE FROST FREE fridge, medium size. GE 30" electric stove. Both white. In very good condition. Asking \$450. Call: 725-0004

MINI TRAMPOLINE, 36' diameter, new. Removable legs. Steel springs. Polypropylene centre mat. \$25. Call: 728-9114

4 NEW IROC-Z, 16 x 8 aluminum rims. Paid \$1100. Asking \$950 or best offer. Call: 579-0773 (Robert).

CANARIES, FINCHES, budgies, Call: 623-5789

NINE-PIECE dining room set. Walnut finished, with two table extensions. Also area rug. (9 x 12). Warm colours. In excellent condition. Call: 427-0817

1976 SKI-DOO 300 Twin. 1987 double Ski-Doo trailer. 1985 Celebrity Eurosport loaded. 1981 Kodiak ski boat, 85 Mercury, tilt & trim, \$5000. Call: 623-7227

1988 GMC 1/2-TON Sierra SLX, deluxe front end, V6, 4 speed, auto overdrive, 1 year, AM-FM cassette, quad speakers. \$12,400 or best offer. Call: 416-983-5168

'82 FORD EXP, 2-door hatchback, 4 cylinder, good condition. \$1900 certified. Call: 430-1846 evenings.

1989 GRAND Voyager SE, 7 passenger, fully optioned, 20,000 km. Twilight blue. Call: 644-4510 or 723-3145 Steven.

SEARS DOUBLE size and double control blue electric blanket. Torcan electric heater/fan combination. Wall mirror, 26 inch long x 14 inch wide. Call: 728-2183

WATERBED, KING size, caps and drawers. \$250. Shower stall, brand new, \$100. Weight machine, York. \$250. Call: 433-0156

SECTIONAL SOFA. Good condition. Lots of cushions. \$350 or best offer. Call: 987-5769

26" CONSOLE TV. In very good condition. Call: 723-9636

'89 CHEV CAPRICE Brougham LS, loaded, 4-door, many options. Low km., showroom condition. Beautiful car. Best offer. Also snowmobile helmets etc. Call: 428-6286

1977 CHEVROLET Bel Air, good body, 305 cu. in. engine, Z-28 rims. Needs front end work. Some electrical work. Will sell as is. \$600 or best offer. Call: 728-9296 after 4 pm.

1975 CHEV IMPALA, PS, PB, air, 2-door hardtop, excellent working condition \$1200 certified. Also two desks. \$40 each. Call: 432-7297 Courtice

USED FRIGIDAIRE 30" stove and 14 cu. ft. refrigerator, white, in excellent condition. Kenmore built-in dishwasher. Call: 723-6252

3 BEDROOM HOUSE on 15 acres. Hardwood bush. 1/4 mile from Kushog Lake, Haliburton County. Also 1 acre building lot. 3 1/2 acre County Rd. #1 Haliburton. Call: 705-286-4388

1989 CHEV CORSICA, PS, PB, PT, two-tone grey, 2.8 V6, 3-year warranty. \$12,500 certified. Call: 432-7840 Shift #1

1981 MONTE Carlo, PS, PB, PW, T-Bar, Base/Clear blue, Crager S/S rims. Excellent condition. \$5500 or best offer certified. Call: 432-7840 Shift #1

BATHTUB SHOWER doors with frame, \$85. Downhill ski poles and boots, fisher MK300. Bindings, Tyrolia. Call: 576-9062

FOR RENT

Southeast Whitby. 3-bedroom link home, 2 baths, garage. Available immediately. Call: 433-2487 or 723-8487

FURNISHED ROOMS. \$75 per week, first and last. Downtown area. Call: 436-1024

COURTICE. NEW four bedroom home, double garage, main floor laundry and more. Available Jan. 16/90. \$1400 monthly plus utilities, first and last. References. Call: 668-3618

1986 CITATION motor home. Sleeps 6. Call: 705-324-7355

WANTED TO BUY

DUAL vertical metal cutting bandsaw or heavy-duty wood band saw for conversion to steel cutting. Engine hoist, 2 ton. Call: 723-5148

EIGHT TO 10 hp wood splitter. Has to be in good condition. Call: Toronto 1-764-8754. Leave message for Norma

WHEEL CHAIR for adult. Basic model. Light weight preferred. Call: 576-3038

RING MAGAZINES and books on boxing. Call: 728-7371

SERVICES

ARE YOU the spouse or relative of a problem drinker and seeking help? Call: AL-Anon 728-1020

DISTRESS CENTRE. Telephone befrienders. Available 24 hours a day. Call: 433-1121 or 686-2366

ARE YOU COPING with daily stresses? Community Involvement and Volunteer program needs volunteer to assist others who are experiencing emotional difficulties. If you can help. Call: 579-7661

Merry Christmas and Happy New Year!

By NESTER PIDWERBECKI
Assistant to Ed Broadbent, MP

As everyone knows by now, much has happened to the NDP — history was made in Winnipeg.

Audrey McLaughlin from the Yukon was

chosen to lead the New Democratic Party of Canada into the 1990's. She is the first woman to lead a major political party in Canada and someone who promises new

direction and exciting times for the political scene.

In addition to picking a new leader, the 2,400 delegates gathered at the Winnipeg Convention Centre said "Thank You" to Ed and Lucille Broadbent in an emotional tribute. Delegates from across Canada were very proud of the accomplishments of Oshawa's native son on behalf of working men and women everywhere.

Meanwhile, here at home we look forward to the holiday season and all that we have to be thankful for. One thing comes to my mind and that is the support of Local 222 members, officers and staff over the years. Without this solid support I am sure that Ed Broadbent and the NDP would not have survived.

On behalf of Ed, his family and staff, happy holidays and the very best for the new year. Thank you for your support.



THE OSHAWORKER

Published bi-monthly by Local 222 of the National Automobile, Aerospace and Agricultural implement Workers Union of Canada (CAW-Canada) Syndicat national des Travailleurs et Travailleuses de l'Automobile, de l'Aérospatiale et de l'Outillage agricole du Canada (TCA-Canada), 44 Bond St. East, Oshawa, Ontario, affiliated with the Canadian Labour Congress.

Printed by Eveready Printers Ltd., 72 Tecumseth St., Toronto, Ontario

TO THE READERS:

The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. The Oshaworker reserves the right to edit material submitted.

EDITOR: Ray Finney

EDITORIAL BOARD: John Sinclair
Dave Thompson, John Kovacs

Christmas Message from Mike Breaugh, MPP Oshawa

This Christmas season is our time for family and friends. It's a time to relax and renew old acquaintances. Hopefully most of us will have a



respite from our normal work routines and we will be able to enjoy the great advantages of life in a free western society.

This year, in many parts of Europe, there is a great rush of

freedom. Years of domination under totalitarian regimes appear to be giving way to new and different attitudes. Let us hope that this transition can be done with peace and order as the tyranny yields to freedom. The Berlin Wall is collapsing. Let us hope all of this can be accomplished without any more human suffering.

Many people in this world do not share the wealth that is apparent in

this nation. Even in Canada, there are many who suffer from a lack of decent housing, who have no food, no job and little hope. This season is an appropriate time to share our good fortune with others who need help. A number of agencies in Oshawa are gearing up to respond to this need. Please help them to see that this task gets done.

The New Year will bring its own set of new challenges and changes for all of us. We will respond to these, I hope, with all of our personal and collective resources. Hopefully, we will continue to improve our human condition and make this country a little better. For each of us that is always the challenge of a new year. May you and those around you enjoy a Happy Festive Season and begin a new decade with the enthusiasm and anticipation that each of us can make a difference in a world that needs to improve.

For Further Information — 723-2411

Oshawa and District Unemployed Help Centre

39 Ontario Street
Oshawa, Ontario
579-1821

Are you, or somebody you know, having problems re:

- Unemployment Insurance Benefits;
- Worker's Compensation;
- Canada Pension;
- Social Assistance;
- Or other related problems!

It's free — Confidential — For you
An O.D.L.C. sponsored project

Joint CAW-GM Employee Counselling Program

Located at Woolco Mall — Lang Towers, to assist you or your family to solve any personal problems, in a confidential manner.

PHONE

John LeSurf, CAW Union counsellor
644-4282

Orville Faught, CAW Union counsellor
644-4283

Ruth Courtney, GM management counsellor
644-4284

This program is also available to retirees and their spouses.

Hockey Hot Box

By MOE BRYAN
President

George Van De Walker (owner of Starr Furniture) has been a sponsor for over 20 years and has stuck by this league. Bob Phillips has been a dynasty for the last six years and it's nice to see a new team emerge. The Tournament will be held on January 27th and 28th at the Civic Auditorium and Molson Breweries will be the sponsors.

As of yet second place has not been determined. However Chase Flying Squirrel has a commanding lead. The position will be strongly challenged by Bob Phillips TV and Versa Foods for the 2nd place team to be in the Tournament.

Dan Tureski, along with myself and all the coaches have obtained the CAW Local 222 Union Hall for the day of the Tournament, for all players, wives and anyone else.

The Hall will be open at 6:00 p.m. Saturday night, January 27th, 1990. There will be refreshments and a dance and entertainment.

From all coaches, Brian Parry, Ken Shobbock, Dan Tureski, Gary Munroe, managers and trainers and players and myself, Moe Bryan, we wish you a Merry Christmas and a Happy New Year.

See you on the ice in the New Year.

STANDING

Team	GP	W	L	T	GF	GA	Pts
Starr Furniture	10	8	2	0	55	35	16
Chase Fly Squirrel	10	6	4	0	50	42	12
Bob Phillips	10	3	7	0	44	54	6
Versa Foods	10	3	7	0	45	57	6

TOP SCORERS

	G	A	Pts
Phil Cochrane S.F.	17	13	30
Bill Prentune C.F.S.	9	15	24
Dan Spratt B.P.	9	12	21
Mike Webb C.F.S.	6	14	20
Ron Duschi V.F.	7	11	18
Gord Zimmerman B.P.	8	9	17
Mike Noonan B.P.	10	6	16
Joe Bodnor S.F.	5	10	15
Glen Dixon B.P.	4	9	13
Mark McVety C.F.S.	9	3	12
James Parker V.F.	4	6	10

Skilled Trades News Zones 40 & 38

By PAUL BEAUMONT and GARY MALLOY

TRUCK PLANT

Since our last article the situation with the steady third shift in the truck plant has not changed and a quick settlement of this dispute is not imminent. We intend to pursue this issue with every exertion until we have a settlement that is equitable to the membership — which may eventually conclude during the next set of contract negotiations (1990). Keep in mind that it was the company who reneged in absolute defiance on our previous understanding of rotating first and third, that had been a practice for many years.

On another third shift issue, with the support of Pat Blackwood, we have been able to reach an understanding with management for skilled trades representation for third shift employees, but you must request your skilled trades representative.

We have not yet been able to achieve a settlement on the situation where employees are working on jobs outside of schedule "A" of the agreement, but are still working on this through the grievance procedure. On a more positive note, we have recently been able to attain a resolve on the situation where seniority was not being considered for preferred shifts (steady days). The commitment from the company is to utilize seniority as the determining factor when placing employees on preferred shifts or to promotional opportunities. Any infractions of this will be dealt with through the grievance procedure.

PAINT SHOP

Recently we have encountered a negative attitude by management towards the newly-elected alternate committeeman, Ted Howard. We will remind management at this time that Union reps are elected by the membership of the Union and not selected by some underhanded, company oriented, procedure that may be used in a non-democratic society. Any further absurd illusions of management regarding this issue will be met with staunch opposition from your elected reps. Another contentious issue was the discipline

subjected to an elected rep in the paint shop for failure to call in to the absentee number, in spite of the fact that numerous attempts were made to contact his supervisor. Management, through some whimsical notions of perturbed reasoning, issued written discipline to Ted Howard. We will remind all the membership at this time that your obligation is to call **only the absentee number and not your supervisor**. The absentee numbers are **723-2203 or 1-800-263-3821 (toll free)**.

SOUTH STAMPING PLANT

There are still several outstanding issues on demarcation and we are awaiting a meeting to be called by the area chairman for skilled trades. At the time of writing of this article we have some other outstanding grievances, but hope to have equitable resolves in the near future.

CHRISTMAS OVERTIME FOR SOUTH PLANT DEPARTMENTS

As it stands at this time, not all trades will be utilized for the Christmas period, because of the shutdowns in various plants in Oshawa. Where overtime work for the plants is scheduled the following terms have been discussed and set down for Christmas overtime.

1. Overtime list to be used will be the list produced on Dec. 11th.
2. Jan. 1st is a shift change and the Dec. 11th book will also be used for that day.
3. Truck plant is working 1st, 2nd, and 3rd shifts. 2nd and 3rd combining agreements will apply as in the past.
4. All construction will be on days.
5. Avo's for cross shift overtime must be submitted no later than Dec. 15th, 1989.
6. Normal overtime supplementing rules will apply.

SEASON'S GREETINGS

In closing, we will take this opportunity to wish all of you and your families, a Merry Christmas and a happy, prosperous and safe New Year from all your elected reps in Zones #38 and #40.

Truck-Car Hockey League

By RON GAY

We are half way through our schedule with three teams coming on strong. Shoppers Drug Mart, according to talk around the rink, are being out-coached by the other three teams, and are a bunch of "Pussy Cats." One of their key players, "Bad" Brad Wilson, is in love and wants to visit the penalty box to visit

Patty. Tony Clarke visits the Sin Bin often, but only because he thinks his name will be put on the address system (P.A.). Gary Munroe (Skid) is still looking for Gary Chisholm to set him up. But this year, Gary is on the other team. Doug Allin is much slower this year as he does not want to get his beard out of place by moving too fast. John Whiteman thinks he is in his van, but John, the engine is off and the brake is on. So Shoppers, pull up your socks.

I have just had a secret meeting with Seadog and he agrees that all four teams should be in the playoffs.

FOOTNOTES

Poor Charlie, he got the puck, skated to the other end, was boarded, tripped, given the elbow, tripped again, laying on the ice, the puck under him. Time was called (because sight of puck was lost). Little Charlie did not say a word, looked up at Bob. Bob looked down and said, "I didn't see a thing." I think the referees are doing a great job. I have told the referees, just because I pay them, hire them, fire them, and am President of the League, I do not want them to favour my team (Millwork Home Centre.) Bob, I say Millwork Home Centre, or any player on this team. Just do what you think you have to do. (I only hope you're right on your calls.)

This is our last report of "89". I hope you all have so far had a good year. Eric Smith (Seadog) and I wish to thank Bob Solomon, our Referee in Chief and his crew for doing a fine job. Richard Jolicoeur and "Patty Hon" our timekeepers, plus Richard is our stats man. Thanks to our Team Reps:

Don Carter Home and Health Care — Eric Smith.

Millwork Home Centre — Pete Hopmans.

Shoppers' Drug Mart — Dave Wilson.

Flying Squirrel Emporium — Mark Hutchin, and you players for helping put it together.

On behalf of the team reps and executive, we would like to wish you all a Merry, Merry Christmas and a Happy New Year. See you on the ice!

STATS BY RICHARD TEAM STANDINGS

LEAGUE STANDINGS	GP	W	L	T	PTS
Flying Squirrel Emporium	10	7	3	0	14
Millwork Home Centre	10	6	2	2	14
Don Carter Home	10	2	4	4	9
& Health Care	10	1	6	2	4
Shoppers' Drug Mart					

GOALTENDERS	GP	GF	GA	AVG
John Perreault (Flying Squirrel)	10	73	38	3.80
Dale Davis (Millwork)	10	62	56	5.60
Archie Graham (Don Carter)	10	51	60	6.00
Bob Skinner (Shoppers)	10	35	67	6.70

TOP SCORERS	G	A	PTS
Glenn Jeffries	21	18	39
Charlie McDonald	21	11	33
Mike Lavery	8	17	25
Pete Hopmans	10	14	24
Clarence Stephenson	15	5	20
Len Bielawski	7	13	20
Greg Pattison	9	7	16
Ron McGinnis	4	12	16
Rob Mason	8	7	15
Murray Finney	7	8	15
Mike Sadler	7	8	15
Dave Wilson	6	9	15

Family Allowances: Changes are Needed

By LARRY O'CONNOR

There have been many changes in the family unit in Canada over the last 40 years. One of the changes was the Family Allowances Act in 1944. This act was introduced to ensure that the children of Canadians received the necessities of life. The government of the time realized that Canada's future lies

within its children. In July of 1945, the first Family Allowance cheques were mailed out to the mothers of Canadian children, because these mothers knew their children's needs best.

The payment was broken down as follows: mothers with children under 6 years of age received \$5 monthly; mothers of children between the ages of 6 to 9 received \$6; mothers of children between the ages of 10 to 12, \$7 monthly; mothers of children between the ages of 13 to 16 received \$8 monthly. These amounts were paid for each child with reductions as follow: mothers with 5 children, the payment was reduced by \$1 per month; mothers with 6 to 7 children, the payment was reduced by \$2 per month; and mothers with 8 or more children payment was reduced by \$3 per month. These reduction amounts were applied to each child. In 1949,

the reductions ended because the government realized that they were unfair to larger families.

The first increase in payment didn't occur until 1957, and at that time all age groups received a \$1 monthly increase. In 1964, the Youth Allowances Act was introduced to include children between the ages of 16 and 17; to receive \$10 monthly.

In 1961, the average annual family income was \$5,317; and the maximum paid in Family Allowance was \$9 per child. This works out to about 2% of the gross annual family income. In 1981, the average annual family income was \$30,440; and the maximum family allowance was \$21.80 per child under the age of 18. This works out to about .86% of the gross annual family income. In 1987, the average annual family income was \$43,604; and the maximum paid in family allowances was \$31.93 per child. This works out to about .87% of the gross annual family income. The amount paid out in Family Allowances by percentage has dropped off remarkably. If the family allowance had kept pace with the annual family income, then the family allowance payment would be \$72.67 per month. Another important fact is that the income tax laws in this country claw back all of the family allowance from families with an annual income over \$24,000.

Has the Canadian Government decided that the quality in family

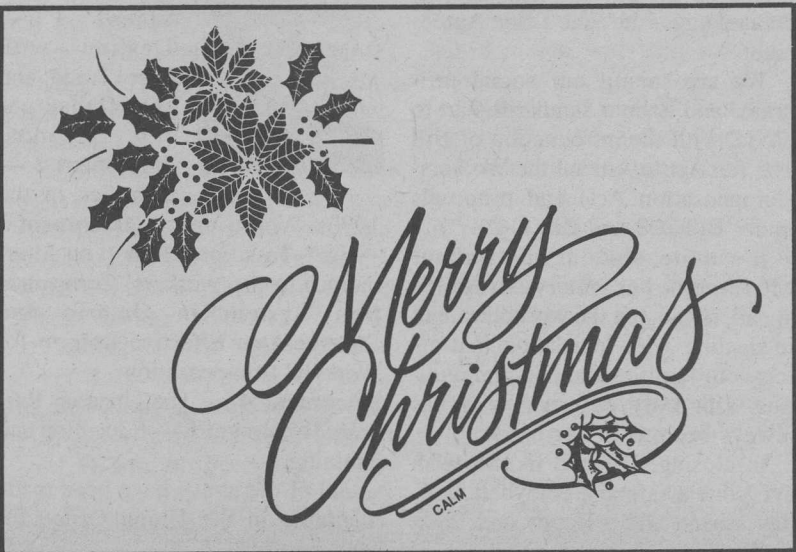
life is a thing of the past or do Canadian Families no longer deserve governmental support? As fellow trade unionists I'm sure you will agree that the many good aspects found in the traditional family need to be maintained. One of the many changes within our society is the increase in single parent families; this fact can no longer be overlooked when child-care issues face us.

In 1975, a minimum wage employee needed to work 50 hours per week to support a spouse and child at the poverty level. By 1986, the same employee needed to work 87 hours per week to live at the poverty level. That fact alone points out the need for two-income households and their increase of over 35% in the last 40 years. The reform needed in the years to come must be well thought out and all families in every income level must be included. Universality in day-care, housing needs, and economic policy must be dealt with as society's needs change.

The family unity is under tremendous stress. An adequate child care system needs to be developed and maintained. A much improved paid parental leave system needs to be developed to ensure that both parents can equally share the responsibilities of their child-care needs in the family. At the recent OFL convention a policy paper was developed to implement changes needed for the survival of the family unit, into the 1990s.

NOTICE Hospitalized or Sick

for visiting purposes
Please call or in person
Phone 723-1187 or 728-8600
M. Tureskie
Sick & Visiting Committee
Chairperson
Local 222, CAW
Retired Workers Committee



Zone 62 Report

By **RON CARLYLE**
Alt. Committeeperson &
GM Unit Executive Member

Are matters getting any better or worse in our Zone? Well it depends who you talk to and on what day you talk to them. I mean Management is delighted some days when the count of 440 jobs per day is met or even surpassed but when it's not, the entire blame seems to fall in the laps of the production personnel. (Sound Familiar). They often forget that their extremely expensive new toys (robots, A.G.U.S., Hoists, etc.). Go Boom! Boom! And don't work to the capacity.

Not to mention the Japanese concept approach of just "about" in time stock and the daily pressures of stress involving job elimination, lay-offs one week while working overtime the next, and the weekly threat of going to one shift, may have an impact on "morale" (you know that dirty word that was long forgotten by many supervisors). If

this was eliminated, would quality and productivity increase? You bet it would! But management in their strange ways wouldn't want to swallow a big pill and admit this team concept approach is the wrong way to do business, would they?

I mean this concept may work in manufacturing plants where the people they employ enjoy or know no better on the brainwashing and worker against worker B.S. that goes on day to day. The people in our society are smarter, by realizing there's more to life than just General Motors.

TURNSTILES

Gate 2 (South Stevenson Bridge) which most of us use has been sanctioned for the inevitable turnstiles; seems GM has got so much money to burn on keeping people in the plant. Early 1990 is the proposed date of installing them. Once they're on this gate you can sure bet that all gates will have them shortly after. (This couldn't be a contract time deferral issue could it?)

TRANSFERS (PARA 62)

One hot topic that needs to be addressed come contract time is the movement of transfers. (Or should I say, the standstill of transfers.) We

as Union members have to relay this message to the bargaining body we elect to represent us in Toronto come September. The paragraphs in our Local Agreement have to be strengthened and addressed to attend the desires of our senior people. To have someone in hardware with say, 10-20 years with a transfer to a seniority.

Preferred area waiting endlessly while employees with very little seniority (some working all kinds of overtime) are placed there by the Employment Office or some even hired off the street is very discouraging to say the least. The Shop committee should make all efforts in sticking with seniority on placing job openings in preferred Departments. It's a big task but I'm from the old school of thinking: if you don't ask or push for it, you'll never get it. Knowing the Plant Chairperson and various other people on the Shop Committee, I know every effort will be made to try to rectify this situation. I know the membership in our Zone is solidly behind you on this issue.

In closing I'd just like to wish **you and your family a very good and safe holiday season.** See you all in the New Year.

Trim and Hardware — Plant 1

By **DEAN LINDSAY**
Alternate Committeeman

As we exit the decade of the eighties and enter into the nineties, we begin what will be a very challenging and important period of Local 222 and the CAW. With the Federal Government's current high interest rate policy, ridiculous general sales tax and willingness to finance foreign car makers in Canada, conditions are favourable for companies to force workers to accept changes in the workplace, changes that turn back the clock to what were hard fought gains in past union contracts.

Here the company continues to turn a deaf ear to our concerns over the out-sourcing of our work and the use of non-union people in the plants, working along side our

members performing tasks which should be done by us.

Where I am leading is, with all of these factors to contend with, it is an important time for unity. It is of no benefit to anyone but the company to pit worker against worker and plant against plant.

It seems that those who in the beginning were the most vocal about the undermining tactics and negative changes in management are now beginning to assist them in their goals.

YEAR END THANK YOUS

As an Alternate Committeeman and your Alternate SUB Representative, I rely on many individuals in order to serve you, the membership. I would like to acknowledge the Service Representatives, Gene, Dave and Connie, and also the ladies at the Hall. These people do an excellent job.

To John and Jerry for their guidance, and a special note to someone outside the local who without her assistance, being a SUB Rep would be very difficult — thank you Natalie.

OFL Convention Report

By **JIM BEAUDRY**
Truck Plant — Zone 56

I would like to take this opportunity to sincerely thank all the brothers and sisters for their support in electing me as one of the fifteen delegates to represent the GM Unit. The Ontario Federation of Labour Convention was held at the Sheraton Centre in Toronto, from November 20th to 24th, 1989. The Convention has

previously been held annually, but after this year, it will be held bi-annually.

The OFL is a federation that is charted by the Canadian Labour Congress (CLC, Canada's national labour body representing over 70% of organized labour in the country, which groups together local unions and labour councils within the province).

Delegates from all over Ontario come to the Convention to discuss, debate and learn about the many problems facing working people. It is the intent of this Labour Organization to enhance Labour's rights at the provincial level of government, through a strong political commitment, by seeking to originate and improve provincial legislation that affects Ontario workers and their communities.

There were many important issues discussed at the Convention that have a definite effect on our rights as workers in the workplace. I would like to briefly elaborate on a few of these issues. Bill 208 (an Act to Amend the Occupational Health and Safety Act), Bill C-21 (an Act to Amend the Unemployment Insurance Act), and the effects of free trade.

Bill 208 drew a lot of attention and debate. When Bill 208 was originally introduced the beginning of this year, it gave designated trained representatives the right to shut down in unsafe workplaces. This would give workers increased authority and control over their own health and safety. But! when press-

ures were put on the Ontario Liberal government by a powerful business lobby, the government's response was to essentially weaken Bill 208. If the proposals in Bill 208 are pushed through the Legislature without key amendments, then Labour stands to take a huge step backwards in health and safety, with the removal of the principle of our right to shut down an unsafe operation, and the deletion of advances proposed under the right to refuse.

Bill C-21 (an Act to Amend the Unemployment Insurance Act). The proposals under this Bill do not strengthen the support for the workers who will be dislocated by Free Trade. This Bill also reduces both eligibility for all benefits and the duration of benefits.

There was also much discussion on the effects of the Free Trade Agreement. It was mentioned that there has already been a number of plant closures costing over sixty thousand jobs. Yet! the Federal Tory government would have us believe that these plant closures have nothing or very little to do with Free Trade. A good example of this is the announced closure of the Scarborough Van Plant to Flint, Michigan. Top GM officials have stated that the decision to move the van production to Flint was not based on competitiveness or productivity. And the decision certainly could not have been based on profitability, as the Van Plant is very productive in this aspect. The announced closure seems to be the type of incentive created under the Free Trade Agreement.

We are seeing our social programs and Labour standards start to erode, with the introduction of Bill 162 (an Act to Amend the Workers' Compensation Act) and proposals under Bill 208 and Bill C-21.

It's quite obvious the Labour Movement has many struggles ahead, not just in the workplace, but in dealing with legislation that affects our families and our communities. Our only defense, as it has always been, is in our unity.

In closing, I would like to wish everyone a safe and enjoyable holiday season and a Happy and Prosperous New Year.

CAW 5 Pin Bowling

By **MIKE EMON**

Recently many people have been approaching me at bowling asking why are my name and scores are not in the paper. Was my score or triple not high enough or what?

Well, let me explain. There are two simple reasons:

1. Our averages are based on 220 per game, therefore any person who rolls 3 games with an average over 220 or 660 (flat) in any division will receive the honour of being in print.
2. This is also the best place to put the cut off score at, due to the amount of room allowed for the article.

Well, with that out of the way, we will proceed onto the scores for the week of Nov. 17/89:

Bill Rodgers 663, Bill Pannekoek 668, Diana Scattergood 670, Betty Chapman 675, John Mills 684, Paul Derry 688, Les MacDonald 690, Bud Kemp 693, Wayne Czarkowski 703, Bill Spicer 711, Harry Lang-

kraer 713, Moe Bryan 716, Jim Gilchrist 717, Sherry Rodgers 733, Bob Clark 738, Bill Niekas 739, Peter Stirpe 741, Bernie Shaefer 756, Gerry Daigle 758, Brian Davis 760, Don Revoy 793, Steve Pollock 795, Noel Ricketts 847.

This week's high single flat honour goes to Brian Davis with a 318.

Here are the top scores for the week of Friday, November 24, 1989.

Bill Spicer 660, Bill Puckrin 660, Phyllis Munroe 662, Darcy Chapman 663, Jim Horner 668, Jack Vernon 676, Bill Rodgers 683, Steve Pollock 683, Tim Walton 693, Noel Ricketts 699, Bernie Shaefer 703, Rick Deshane 706, Brian Davis 714, Sherry Rodgers 725, Doug Hodgson 733, Dennis Livingston 750, Rodger Gailbraith 760, Ron Jones 770, Bob Clark 775, Dave Murray 795, Wayne Czarkowski

831, Paul Derry 837, Peter Stirpe 918.

This week's high single flat goes to Peter Stirpe with a 367.

Also a Super Spare was shot down on the 1st frame of the 1st game by Ross Willman. **Great bowling by all.**

Here are the top rollers for Friday, Dec. 1.

Darcy Chapman 660, Bill Puckrin 663, Jerry Doris 665, John Serurier 671, Tim Walton 671, Jim Mitchell 673, John Mills 678, Gene Dziana 678, Bill Spicer 695, Dennis Livingstone 696, Marilyn Blodgett 699, Bill Niekas 699, Bernie Shaefer 702, Doug Brown 702, Don Revoy 709, Dave Murray 725, Ron Jones 727, Ron Murray 745, Paul Derry 751, Sherry Rodgers 752, Peter Stirpe 753, Bud Kemp 777, Connie Lockhart 884.

Bill Spicer rolled a 319 flat to give him this week's high single flat.

Duplate

Two very important papers I think everyone should read are the submission of the OFL to the Legislative Committee on Bill C-21: An Act to Amend the Unemployment Insurance Act.

And the analysis of the recent proposals tabled in the Provincial Legislature by Gerry Philips, Minister of Labour, in regards to Bill 208. Read about Bill C-21 and how the present Government plans to wreck our UIC Benefits, also the proposals to Bill 208 and how they and big business want to take away hard fought for worker rights regarding our Health and Safety.

Remember the present Government has nearly ruined WCB, they now want to gut Bill 208 and cut back our UIC payments.

This being a contract year, negotiations have begun. Most of the Local and Master Negotiations for some reason are being left too close to contract time, April first, in this writer's opinion.

February 1st, 1990 — Initial Exchange Master.

March 5 - 9 — Local Committees.

March 12 - 16 — Resolve Non-Economic Items Benefits Subcommittee Meeting, Master.

March 19 - 23 — Local Committees.

March 26 - 31 — Company Economic Offer - final Bargaining Sessions, Master.

As you can see from the above your committee will be very busy, to say the least. Top priority: **Indexed Pensions and our COLA is NOT FOR SALE** at any price. As Bob White has stated, the CAW does not walk backwards. Around contract time, as in the past, you will no doubt hear all kinds of rumours. Contact your Committeeperson to sort out the fact from the fiction.

By the time this reaches your homes, you will have no doubt have heard of a lay off the first week in January. As of this date, Oshawa Car Plant is down two weeks. Ste. Therese is down two weeks and Scarborough van is down two weeks. Anything else is just rumours.

By **BOB WHALEN**
SEASON'S GREETINGS
BROTHERS AND SISTERS

Thank you for electing the writer to the OFL Convention held at the Sheridan Centre in Toronto. As usual things were very hectic, what

with 210 Resolutions and several emergency Resolutions: **Document 1** — Dealing with Free Trade and the Conservative Agenda. **Document 2** — Families in the

1990s: Whose Vision? **Document 3** — OFL Task Force Report on Alternatives to the Workers' Compensation System in Ontario and Statement on Effective Reform for Workers' Compensation. **Document 4** — The Unequal Bargain. **Document 5** — Education and Training.

All of the above have been made available in the Union Office for your perusal.

Body Shop Views

By KEVIN SHIELDS
Alternate Committeeman
Truck Plant

I want to start off by thanking the membership for sending me to the Ontario Federation of Labour Convention. I will touch on a few issues that could very well become very important to members of Local 222. One of the major issues raised was that of all the plant closings going on in Ontario, throwing literally thousands of sisters and brothers out of work. Many of the speakers said it was about time we shut down this province with a one day general strike. It would be similar to the one day strike the labour movement participated in when Trudeau's Government introduced wage controls. This type of demonstration would



let the Federal Government know that labour is not about to stand by idly while workers are being raped of their livelihood.

Buzz Hargrove made a very good speech regarding the shutdown of the Scarborough Van Plant. Buzz pointed out that even though GM is closing down Scarborough Van, there is no penalty levied against them for bringing in US-made vans. Buzz went on to say that General Motors can hire three Canadians for every two Americans. GM has always talked about being competitive, building a quality product and of course making big profits. The Scarborough Van Plant did all of this and what was their reward? GM took their jobs away.

ED BROADBENT

One of the highlights of the week was Wednesday when Oshawa's MP and the leader of the New Democratic Party, Ed Broadbent, addressed the Convention. Ed spoke for over 40 minutes and was interrupted

many times with standing ovations. It was a sad day to see a man like Ed Broadbent address the labour movement for the last time as leader of the NDP.

LOF GLASS

While at the Convention, I had the pleasure of speaking to Sister Jackie Brown, the Health & Safety Rep at LOF Glass. Jackie expressed much appreciation with the leadership shown by brother Jim Nimigon and Tom Hoar, along with the rest of the Shop Committee. The general consensus among the workers at LOF is that they would still be on strike if it weren't for leadership and the pressure put on by Jim Nimigon and Tom Hoar.

HAPPY HOLIDAYS

Since this is the last issue of *The Oshaworker* before the holiday season is upon us, I would like to take this opportunity to wish each and every one of you a **MERRY CHRISTMAS AND A HAPPY NEW YEAR.**

Paint Shop Views

By BILL PRENTICE
Alternate Committeeman
LOF GLASS STRIKE

I would like to take this opportunity to thank most of the leadership of Local 222 for their support in the LOF Glass strike. Although I've always considered myself a good Union man, I never realized how far I have



to go until I saw the leadership shown by Jim Nimigon and Tom Hoar. These two brothers, along with the Shop Committee, did more than anyone to settle this strike.

On Thursday, November 16th, I went up to LOF Glass to show my support. When I arrived, I was greeted by Frank Taylor and Steve Drinkwalter. These two brothers had been on the picket line for hours. They were explaining to the Sisters and Brothers on the picket line that Tom Hoar had called an emergency meeting of the Shop Committee, and it was decided that Jim Nimigon, Tom Hoar and the entire Shop Committee would show up the next day to show their support.

Being up there on Friday is a memory I won't soon forget. It was great to see so many from 222 show their true colours. We were getting ready for the police to escort the

scabs in, when Jim Nimigon got everybody together to explain a strategy to tell everyone to keep their cool. It was the first bit of organization these picketers had been shown. You could just feel this was the turning point in the strike. The despondent strikers had been given the lift they so dearly needed. Another real inspiration on the line that day was Bruce Adams, Car Plant Chairman. It would have been just as easy for Bruce to stay back in the plant, and no one would have thought less of him. Even though Brother Adams was just returning back to work from a heart attack, he lent his full support.

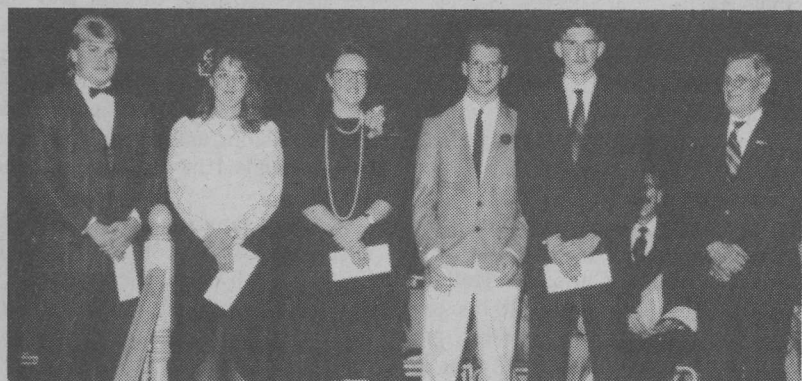
I had gotten involved in this strike for a basic reason; my sister was one of the picketers, and she was being pushed and shoved by police officers, so they could get the scabs into the plant. What makes the participation of Nimigons, Hoars, Taylors, Drinkwalter and Adams' so impressive is that they were there to help on a moral issue. They knew the workers were in the right and they were about to help any way they could. Without the support of these brothers, there is no doubt in my mind the strike would be going right today. You gentlemen have made it a much better Christmas for the workers at LOF Glass.

HAPPY HOLIDAYS

I would like to wish everyone a very Merry Christmas and a Happy New Year.

Port Perry High Graduation Exercises

November 3rd, 1989



John Greenwood (pictured on the right) is shown with bursary recipients at Port Perry High School, on Friday, November 3rd, 1989. John has been representing Local 222,

CAW at this annual event, well in excess of 20 years.

Pictured from left to right with John are: Jan Westerman, Annabella Stoyke, Janet Rowland, Chris Moore and Adam Cookson.

Conservation Show

Date: Tuesday, February 13th, 1990

Location: Local 222, CAW Hall

44 Bond Street East

Oshawa, Ontario

Time: 7:00 p.m. to 9:00 p.m.

Everyone is Welcome

Bring along Mother and the Kids!!

Latest Films on Conservation

Tables with Plenty of Literature

Displays of How to Tie Various Fish Flies

Rock Hounds

Carving of Ducks

Archery

Black Powder

Some Door Prizes

This great event is being hosted by the Local 222 CAW Recreation Committee, along with your Union Rod and Gun Club.

It's Free! — Everyone Welcome!!!

The Way I See It

By ART KIMBLE
Zone 47
Committeeperson
Plant 2 Chassis

At this time, I would like to thank everyone who supported and voted for me in the Ontario Federation of Labour Elections. I was elected and represented you people, on November 20th to 24th, 1989 in Toronto. At that meeting, Gord Wilson announced that a day of protest over the Goods and Services Tax the Conservative Government is throwing at us, will be taking place in 1990 sometime.

OVERTIME

I would personally like to thank all the brothers and sisters in my Zone, who honoured the Plant 1 request not to go and work overtime during this labour dispute with management.

In our Zone, sandwich shifts have been worked and dinner times also. Although the Company must understand, we are only compelled to work 8 hours a day; anything over 8 hours is our choice.

Discipline has been flying in every Zone as the Company seems to be coming down on leaving the plant early, and these cases are very hard to win, so be careful around the gates as the hounds are watching.

AROUND THE ZONE

Our Zone has been blessed with a little fellow by the name of Mark McMillan. It seems that this supervisor's ambition is to hand out as much discipline as he possibly can. His answer to this is he is trying to help the person he is disciplining. Well, if this sadistic lad keeps up his actions and keeps bothering people who work for him, it's going to be him asking for help, so upper management had better slow this guy down, and remember we're here to build cars.

I also understand this supervisor is being moved, and we are getting a fellow by the name of Garnet Toms and I hear he's just a dandy fellow to deal with (this remains to be seen).

I understand we will be laid off the week of December 31st, 1989 and should receive short work week for this week.

With Xmas approaching, we get paid for the following days over the Christmas Holidays: December 25 to December 29, 1989, plus January 1st 1990.

So at this time I would like to wish each of you and your families a healthy and prosperous holiday season.

Until next time, that's the way I see it.

ANNUAL SKILLED TRADES DANCE

JANUARY 27 1990



AT



GENERAL SIKORSKI
POLISH VETERAN'S HALL

STEVENSON RD. N. of TAUNTON

BAR OPENS at 6:00 DINNER at 7:00

DINNER WILL INCLUDE: ROAST BEEF, CHICKEN, CABBAGE ROLLS, PEROGI, COFFEE, TEA, AND DESERT



\$30/COUPLE



LIMITED NUMBER OF TICKETS
AVOID DISAPPOINTMENT, BUY EARLY
TICKETS AVAILABLE FROM YOUR UNION REP.

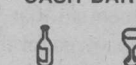
DISC JOCKEY



DOOR PRIZES



CASH BAR



SPOT DANCES

Local 2225 Settlement at LOF Glass Ends Strike

After a bitter five-week strike at LOF in Lindsay, CAW Local 2225 members ratified a new agreement today by a vote of 77 per cent for production workers and 79 per cent skilled trades.

The new agreement provides for production hourly wage increases of 95 cents in the first year, 55 cents in the second year and 70 cents in year three, an improvement over the term of the agreement of 75 cents an hour and 95 cents up-front.

Skilled trades increases over the three years are \$1.25, 75 cents and 90 cents, respectively.

The union was also successful in maintaining a 66% sick benefits formula and achieving a new vision care plan, effective Oct. 1, 1990.

"During the strike there were a number of incidents with the police and we received little sympathy from the local politicians," according to CAW national representative Ted Murphy.

CAW president Bob White has launched an investigation into the situation and will be presenting an official complaint to government about the unfair violations of workers' rights during the strike.

Attention 1937 Retirees

We would like you to be guests of honour at an official closing celebration of our present Hall. If you are a 1937 retiree or know of someone who is, please contact me at the Hall (723-1187) or leave your name and phone number and I will contact you with the details.

Jim Nimigon
1st Vice President
Local 222, CAW

Ontario Federation of Labour

By LARRY HEFFERNAN
Alt. Committeeperson
Truck Plant Hardware

Another year has passed us by and I would like to take this opportunity to wish everyone a very Merry Christmas and a Happy New Year. I hope everyone has a safe and prosperous year in 1990.



Just to give you an update as to what I have been doing since my last article in October. I attended a week-end Educational

Course at the Union Hall where I chose to take a course on Committeeperson Training in order to broaden my knowledge on certain aspects of the functions and responsibilities of a Committeeperson to their membership.

There was a lot of time spent on the importance of filing, investigating and presenting grievances properly to management so that you can achieve the best resolves for the employee that you are representing. These courses are made possible by the hard working Education Committee that we have a Local 222. It is the Education Committee's goal to educate the membership at Local 222, so that we

have a united and knowledgeable membership. This will in turn make for a unified and strong membership.

In October I was Nominated and Elected by the membership to be a delegate for Local 222 at the Ontario Federation of Labour in Toronto. I would like to take this opportunity to thank all of those members that took time out from their lunch hour and after work to go to the Union Hall and vote and elect me as a delegate to the OFL. The OFL (Ontario Federation of Labour) is a conference that started on the 19th of November and was completed on the 25th of November for those of you that may not know what the OFL is all about. I will briefly explain its functions. The OFL this year had 1598 delegates and 200 policy papers and documents to debate both Pro. and Con. The papers are openly discussed and debated with delegates going to microphone's and stating their opinions on the paper that is being discussed so that every delegate knows the importance of each and every paper and how each paper has an effect on the working class people of Ontario. (That is you and me).

After the debate the delegates vote on the issue that is on the floor, whether to accept or reject the paper. If accepted, the policy paper or document is presented to the Government in order to change or bring in new

Kinghorn's Commandos

By BOB IRWIN
Zone 60 Committeeman

Truck Plant Management have been relentlessly pursuing their terrorist tactics by promoting doom and gloom rumours. John Kinghorn and his commandos have been practising motivation by fear ever since Bob Walker was hoisted from the Truck Plant.



One of Kinghorn's favourite guidelines is the harder you beat the workers the

harder they work. Another favourite tactic is his incessant ravings about

Legislation that protects the rights of the working class people and not the Governments views or the views of big business. Some of the more important issues that were debated at this years Convention (I can't name all 200) were, Bill 208, which is a Bill that was discussed in length because it concerns the Health and Safety in the work place. Other papers concerning changes to the Workmans Compensation System that the Government has now put in place, Education and Training for Unionized Workers, Bill C21 which is the new Bill that the Government has passed changing the Unemployment Insurance Act. There were many more policy papers and documents debated at the Convention and no doubt some of the other delegates will elaborate on them.

I would like again thank all those members who Voted and Elected me as a delegate to the OFL and I am sure that the knowledge that I gained at the OFL will benefit the membership on the shop floor.

impending layoffs and plant closings in the auto industry. Obviously Kinghorn thinks people will jump in and do more than their share to keep the mighty General afloat.

In the first part of December, Management told their Truck Plant work force that one car plant was closing and the other one was going to steady days. I'm not sure what Kinghorn thought these rumours would accomplish. Perhaps it's just his sick way of making sure all the Truckers and their families get the Christmas goose.

Management are intent on putting up bars and locked gates because they claim people leaving early cost GM \$5.00 per vehicle. However, none of these bright bosses have been able to justify spending millions of dollars on turn styles because they don't know what to do with us once we're locked in the plant. In other worked, locking workers in the plant with no plan to utilize their time wouldn't do a thing to reduce this phoney \$5.00 per vehicle cost.

In my opinion, Management's ravings over people leaving early and watching the exits is a smoke screen to cover up their failure to efficiently run their business. It's surprising how the Corporation would authorize a million dollar expenditure on bars without any plan to recover these monies through increased productivity. I suppose it's just one more case of Bull Baffling Brains and the worker taking the brunt.

In closing, I would urge everyone to forget about the rumours generated by Management. There is nothing any of us can do to change the Corporate decisions, so we might as well enjoy our Christmas holidays. It is my sincere wish everyone has a safe and happy holiday with their families and friends.

SUB Report - GM Unit

By JERRY SMITH
SUB Representative

As a result of the recent cost-of-living increase, there has been a change in the maximum 95% SUB rate. As of December 4, 1989, the 95% SUB rate for an assembler who is single is \$458.59. For an assembler who is married with two children, the rate is \$487.07. This 95% SUB rate is payable in the second week of your unemployment waiting period, provided you are on lay-off. To arrive at the amount of your regular SUB cheque, you subtract the gross amount of your one week unemployment insurance cheque from the applicable SUB rate mentioned above.



The SUB credit unit cancellation rate is as follows:

1. One to five years seniority — 1.67 credits.
2. Five to ten years seniority — 1.43 credits.
3. Ten years and over — one credit per SUB cheque.

As of Dec. 4, 1989, the adjusted market value of the SUB Fund (which is used in determining the calculation of your SUB credit loss for each SUB payment your receive) is twenty-two million, one hundred and eighty thousand, four hundred and seventy-seven dollars and eighty-eight cents.

LATE UIC APPLICATIONS

I have been informed that the Oshawa Unemployment Insurance Office continued to receive mass lay off applications for the Plant #2 — Nov. 19 to 25, 1989, lay-off during the week of Dec. 4 to 8, 1989. These applications were late and could result in the loss of benefit for the people involved.

Sub-section 34-(2) of the Unemployment Insurance Regulations states as follows: "When a claimant has not made a claim for benefit for four or more consecutive weeks, the first claim for benefit for a week of unemployment thereafter shall be made within one week of the week for which benefit is claimed."

There are times when a late application may be acceptable. A procedure called antedating may at times be successful. A claimant must provide a reason for a late application. An acceptable reason, such as a happening beyond the claimant's control or an occurrence such as a death or serious injury in the family, may be grounds to excuse and allow a short delay. An Unemployment Insurance Agent, in accordance with UIC Legislation, will make the decision as to whether or not a reason for a late application is acceptable.

Please remember that if you lose entitlement to unemployment insurance benefit for a week of lay-off, you also lose your SUB for that week.

At the time of writing, I have been informed that lay-offs will take place affecting most of our members in the North Plant and also in Plant #1 and Plant #2.

Some North Plant lay-offs will start Dec. 11, 1989, and Dec. 18, 1989. Most of the North Plant and all of the South Plant #1 and Plant #2 will be on lay off for the first two weeks of Jan. 1990. It is expected that all will be recalled on Jan. 15, 1990.

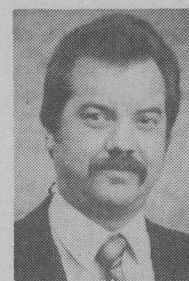
Everyone who works until the above mentioned lay-off dates will qualify for full Christmas Holiday pay. Because they receive 40 hrs. pay Dec. 25 to 29, 1989, and 8 hrs. pay Jan. 1, 1990, they also qualify for 32 hrs. short work week pay for Jan. 2 to 5, 1990. Lay-offs in the Battery Plant and the Rad Room are also likely.

HAVE A MERRY CHRISTMAS AND I WISH YOU A HAPPY NEW YEAR.

Here Comes the 90's

By JIM NIMIGON
1st Vice-President

We are about to enter the 1990's with yet another announcement that our car plants will not only be down the first week, but also the second week of the start of a new decade.



To say that GM's new concept of building cars in our "Autoplex Plant" is not working, would be an understatement. There are probably many reasons for the

problems in the sales of our car lines, but none of these lay with our workforce. Since the days of McLaughlin Buick, the workforce in Oshawa has proven time and time again we are able and willing to produce World Class products. With this in mind, it is beyond our control that GM Design personnel are till trying to iron out "BUGS", and that GM's Engineering Department is made up of mostly Temporary Engineers or "Rentals" who are not committed to GM as much as an employee trying to get their 30 years in for a pension. It is also beyond our control that GM is trying to reclaim their investment in the autoplex too quickly by in my opinion, overpricing our car lines.

It is now also beyond our control that the Free Trade Agreement will have an impact on the Auto Industry by simply closing the gap between the Canadian and the US Dollar, and as this gap closes the Canadian workforce will feel the crunch because we are working for a US based company with 90% of the company's employees south of the border, and we make up the other 10%. The tail still does not wag the dog.

I have already spoken with our Plant Chairman, Tom Hoar, about 1990 contract demands and sometime in the spring I will be calling 2 meetings (1 for production, 1 for Skilled Trades) on a Sunday, for the membership to have direct input to our Negotiating Committee of our priorities for the 1990 contract.

In my opinion, major improvement in our SUB rates; job security; income security; plant wide inverse (including trades); are just a few of the areas we should be looking at.

I would like to Local 222 members, retirees, and families, a Merry Christmas and hope the New Year turns out to be a lot happier than it has started.

Letter to the Editor

Oshaworker, I would like to take this opportunity to thank John Graham, Truck Plant Chairperson and his members of the Focus Buy Out Committee. Because of their foresight and work, myself along with 23 other truck plant people have been granted the Focus document buy out.

I leave General Motors and the CAW with many regrets as I have enjoyed a good standard of living and security through a negotiated CAW collective agreement. This was not an easy decision, and I will miss the many friends I have made over the years.

With the automation in the auto industry there is no question that we will be facing job elimination, hopefully this program can help ease some future layoffs and help some people start a new life after General Motors.

With the uncertain times ahead of us I would like to wish the truck plant the best. I know that if any plant and its people can come through these difficult times it is the truck plant.

Good Luck Truckers
Serge Scott

Recreation Report

By DOUG CROUGH
Recreation Chairperson

During the past couple of weeks, I've had several people inquire about the dates and who to contact for the upcoming National Curling and Dart Tournaments. I've contacted the National Committee and was told that more information is now in the process of being sent out. As soon as I receive this information, I'll pass it on



through *The Oshaworker*.

LOCAL 222 ANNUAL CONTACT HOCKEY TOURNAMENT

The dates for this year's Tournament is Saturday, January 28th, beginning at 8:00 a.m. with the championship games being played on Sunday. The place, of course, is the Civic Auditorium. Molson's Breweries is this year's sponsor, so the Bobby Orr Lounge will once again be open. So you can have a couple of cold ones, see some great hockey and renew some old friendships. Come out and support Local 222. See you there.

At this time, on behalf of myself and the Recreation Committee, I would like to wish everyone a safe and happy well deserved holiday and all the best as we head in the 90's.

UPCOMING EVENTS

NATIONAL CAW INVITATIONAL BOWLING TOURNAMENT

Attention: All 5 Pin Bowlers

The CAW POEM council will be hosting the 5th CAW Canadian national invitational bowling tournament

SATURDAY, MARCH 3, 1990

at the MOHAWK BOWLERAMA and ECHO BOWL in Brantford, Ont. Price: \$17.00 per bowler. This includes: Line Fee for 3 games: \$4.95; Lunch: \$5.40; Expenses: \$1.95; Prize Money: \$4.70.

Maximum Teams: 120

Bowling Times: 8:30 am — 11:00 am — 1:30 pm

Each event will consist of 3 games with teams made up of 5-man — 5-woman — 6-mixed. 75% Team Handicap basis from 1500

Make certified cheque or money order payable to: POEM (CAW Bowling Tournament)

Mail to: Jack Dunn, PO Box 64, Woodstock, Ont. N4S 7W5

DEADLINE FOR ENTRY IS FEBRUARY 4/90

Entry forms available at your local union office or ask your Sports Representative.

DON'T BE DISAPPOINTED — MAIL YOUR ENTRY TODAY!

DART TOURNAMENT

TO BE HELD Saturday, January 27, 1990

PLACE: Army Navy Airforce Club, 765 Third St., Lakeview, Ontario

TIME: 10:00 am — Registration.

Players must be at the ANAF by 10:10 am. Tournament starts at 11:00 am SHARP! Teams may consist of any combination — male and/or female. 40 teams will be accepted on a first come basis. Tournament will run in round format. Prizes and trophies for winners.

ENTRY FEE:

\$60.00 per team — 4 to a team.

Food and cash bar will be available. Team to supply their own darts. Mail team captains' name, address and phone number and Local Union cheque or money order to:

Toronto Central Recreation Council
c/o Carole Crewson,

93 Miles Street, Milton, Ontario L9T 1E7 (416) 452-4209

Deadline for Entries: January 13, 1990

Only CAW Members in good standing and spouses accepted.